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CONFERENCE AGENDA AMENDMENTS —Page 97

WHITLEYISM, OR—?

THE appearance on the Conference agenda of three motions proposing new methods of approach to outstanding problems of salaries and service conditions signifies some impatience with the Association's present policy on the subject—which is, as all know, Whitleyism. This policy was settled so recently, so emphatically, and in such conscious preference to alternatives (including alternatives put forward in the motions now tabled) that Conference is not likely to abandon it without the most convincing proofs of its failure. Its critics and its supporters alike will agree that a decision either to re-affirm it or to vary it must be founded on the most accurate impression of what it has accomplished and what it has failed to accomplish in the year of peace and two years of war which have passed since it was inaugurated.

On this question some light is thrown by paragraphs 19, and 30 to 46, of the National Council's Report, and we hope that all delegates to Conference will study the particulars there given. They reveal much that can be accounted solid gain, as well as much that holds happy augury. The revival of the National Whitley Council, in which the policy scored an initial major success, has been followed by the establishment of Provincial Whitley Councils in all those areas—three years ago in the majority—where no such councils had previously existed. The "Whitley chain" is complete. And the fact that so many of its remaining links were fashioned after war had already broken out, is one which supporters of the present policy can legitimately stress as carrying its own evidence that in this respect the policy has shown itself inherently suited to the atmosphere of local government, and therefore capable of rapid advance.

Towards a National Standard

THE particulars given in the annual report show, moreover—and especially when supplemented, as they could be, by a good deal of information given in these pages from time to time—that both National and Provincial Councils are not merely in being, but have displayed an energetic activity. The National Council has dealt with the bonus question, and there appears to be no single one even of the most recently formed Provincial Councils which has not now formulated salary scales and, in most instances, conditions of service. In short, recognised standards now exist in all areas, and the variations among areas are, we believe, not considerable.

What is needed now, we suggest, is for Conference to be given a closer and fuller idea of the extent to which these standards have been applied by the local authorities. In this, the crucial test, the present policy can again show substantial accomplishment, but, with these three motions before it, Conference will wish to measure progress more closely, and can be trusted, in so doing, to look as squarely at the leeway there was three years ago as at the leeway there is to-day.

The Authorities' Associations

THE Council's report reveals that, despite the commendation of the Government and the wide and free allegiance of individual local authorities, the associations of local authorities have not yet given official support to the Whitley Councils because of some impediments in the Whitley Councils' present constitution. Relating, as these do, to the constitution of the employers' side of the Councils, NALGO must regard them as primarily the concern of the employers to remove. The National Executive Council has, however, from the outset, contended that the present Whitley Councils must participate in the discussion of any proposals for a revised constitution, and we note with pleasure the acceptance of this view by the local authority associations and the Government. In this attitude the National Council has been moved by its sense of loyalty to the Whitley Councils and to those local authorities which, in such numbers, and of their own initiative, have participated in the Whitley Councils and given them such loyal and principled support.

A similar feeling will, we think, be shown by Conference when it discusses the present policy and the alternatives proposed. We are deeply committed to the Whitley policy. And, while no one can deny our moral right to review a policy which is not yet generally—though it is widely—supported by individual authorities, and which still lacks the official support of their associations, the policy has gone so far, in both the measure of consent and the results it has secured, that the problems which would result from its abrogation do not look strikingly less formidable than those it has not yet solved.

Nationalising the Service

OF the alternative policies put forward, the most radical is that outlined in the motion from Hove and Malden and Coombe proposing that the service should become part of the civil service. We have no desire to prejudge it, and our views on it are in any event unofficial. But so challenging a motion cannot be put forward without inviting the closest prescrutiny of its implications. These are many and wide. It is certain that local authorities would resist the proposal, and almost as certain that no Government would put it forward. That would be the *de facto* attitude of "the powers that be," and we can conceive of many grounds, administrative as well as political, on which they could claim right to be on their side.

Though the motion contemplates the nationalisation of the service to a point where the local authorities no longer appoint or promote their own officers, we assume that it still conceives of the staff as the executive instrument of the local authority, and subject to its directions. Is that a feasible arrangement, and if feasible, is it administratively sound? Choice of instruments is of the essence of responsibility. Could the dual responsibilities long endure side by side, or could they do so without impairing one of the first principles of efficient administration—that responsibility should be visible?

Again, would appointments be better made? The tasks of local authorities are not stereotyped; most are conditioned by local circumstances; some are peculiar to the locality. Over and above the point that the local authorities' responsibility should carry with it the choice of their instruments, is the consideration that their judgment is usually the most informed because their rôle is executive and not, as is, or ought to be, that of Government Departments, merely regulative. It is a rôle in which they act with the advice of their officers, given with all the sense of responsibility the officer must necessarily possess in his present contractual relation with his employing council.

Would it Be Efficient?

NALGO has always sought to relate its service conditions policy to administrative efficiency. In what way would a nationalised service on the model of the civil service be more efficient? The deficiencies of, say, twenty years ago no longer exist, and the enormous advance made in the calibre, training, qualifications, and mobility of the service

ON OTHER PAGES

	Page
GLAMORGAN AND WHITLEYISM	94
RECONSTRUCTORS' FORUM	
A MINISTRY OF SOCIAL SECURITY, by "S."	95
AUTHORITY FOR EACH SERVICE, —G. R. C. Marsden replies to critics	96
MEMBER'S 23 DAYS' ORDEAL IN AN OPEN BOAT	96
AMENDMENTS TO CONFERENCE AGENDA	97
ANNUAL MEETINGS OF ANCILLARIES	98
STRENGTHENING THE DISTRICTS	99
PAPER-SAVING IN THE OFFICE	99
ROLL OF HONOUR	100
HOSPITALITY FOR WARRIORS	100
MINDING OUR OWN BUSINESS, by "Jackass"	101
AT RANDOM, by "Hyperion"	101
DISTRICT COMMITTEES AND THE "BLUEPRINT"	102
READERS' FORUM	104
RE-EMPLOYMENT OF POOR LAW OFFICERS	107
SCOTTISH NOTES	108
HOW THEY HELP THE B. & O. FUND	108
DISTRICT COMMITTEES AND FAMILY ALLOWANCES	108
SALARIES AND SERVICE CONDITIONS	110

throws into relief the fundamental merits of the present basis on which it is employed. The contractual relation of the officer to his council, the degree of initiative which it allows, the sense of responsibility it develops, the test of judgment by results to which it inexorably brings him, the visibility of his work to the public, the opportunity he has to offer his experience or reputation in the local authority's general market—all these factors, based upon the existence of the individual local authority's responsibility for, and choice of, its staff, will, if present tendencies continue only at their normal rate of development, carry the service to higher, not lower, levels of efficiency than those of a rigidly organised, graded, and controlled civil service.

Compulsory Standards

THE two remaining motions fall short of the drastic aim of the first, but nevertheless represent a marked departure from present policy. Both contemplate a compulsory application of salary standards and service conditions ; the agency of Government departments being contemplated explicitly in one and implicitly in the other. For the measures they suggest there is, it is true, a precedent in the case of the police, and a near-precedent in the case of the teachers.

Are such measures as virtuous and practicable in our case as in theirs ? National grades can be formulated without great difficulty for both the other services. Each comprises one occupational or professional group with well-defined and practically uniform duties everywhere. In our service, on the other hand, there is a multiplicity of occupational and professional groups, many affected by "outside" professional standards. An office of similar title carries different responsibilities, in range as well as degree, in almost any two places. Whitleyism has shown itself not incapable of meeting these different conditions by promulgating scales and general principles of grading, and exercising, when necessary, an advisory or an arbitral function in the process of grading by the individual authority. Would a Government department exercise even the last function better ?

It is not inconceivable, or of necessity opposed to Whitleyism, that Whitley prescriptions reached by the free and voluntary support of local authorities may be powerfully reinforced in future. If, for example, arbitration becomes a settled part of national policy, much may be done to enforce Whitley standards which have already attained prepondefant recognition and application. "Trade union" rates, of which a Whitley rate is one example, can secure recognition by the State notwithstanding that not all employers or employees may have been direct parties to the bargain.

If we stop now on a broad and beaten road on which we have travelled so far and so fast, and when the goal may be within reasonable distance, to take a "short cut" which even at first sight looks so steep, so tortuous and so thorny, we might arrive later—or, what is worse, we might get lost on the way.

Educating the Councillor

AMONG the many proposals for local government reconstruction made in these columns and outside during past months, one keeps recurring—the need for wider education of councillors and prospective councillors in the working of the machine they will have to direct. Distrustful as many may be of the "expert," most members of local authorities will themselves be the first to admit that the complexities of local government to-day call for rather more than that "commonsense," "interest in the welfare of the town," "intimate knowledge of local conditions," and the like, which figure so prominently in municipal election addresses.

For this reason we commend a practical experiment launched recently by Newcastle-upon-Tyne Labour Party. The party has formed a panel of selected candidates, one for each ward, ready for the resumption of elections at any time. During the winter a special local government class was formed for these candidates, with a course of twelve lessons. The first two dealt with the general principles and machinery of local government. The next two, conducted by the leader of the Labour Group in the council, dealt with local government in Newcastle. The last eight were devoted to detailed administration—finance, health, education, housing, transport, and so on—and each was attended by a labour member of the appropriate committee to give "local colour" to the discussions.

This is an admirable scheme from which we have no doubt the candidates derived much benefit. Its one drawback was that it was restricted to members of a single political party. Of course, other parties could follow their example—but would it not be better still were each local authority to organise and sponsor classes in local government in its area which all prospective candidates could attend ? And what about a "post-graduate course" for elected representatives ?

Such a plan might form the beginning of a national institute of local government, which could organize schools, elementary and advanced, in the whole art and science of administration, sponsor research into all branches of the subject, arrange inter-authority and even international visits, at which the members of one authority could see how others had dealt with their particular problems, and generally help to raise local government to higher levels of application, efficiency, and scientific organisation. It might well be discussed by some of the many reconstruction groups now at work.

GLAMORGAN AND WHITLEYISM

Our editorial comment last month on the action of the Glamorgan county officers' branch in referring back, by 94 votes to 57, a recommendation of its executive committee that it should endorse the national policy of Whitleyism and pledge its full support to the policy in South Wales, has provoked the following letter from Mr. W. G. David, honorary secretary of the branch :

AT their meeting on the 13th instant, the executive committee of this branch instructed me to convey to you their strong feeling of resentment and anger at the publication of your editorial in the April issue of LOCAL GOVERNMENT SERVICE.

They feel that it is designed principally to discredit the Glamorgan branch up and down the country on this subject, and published with the sole object of taking away the good name which Glamorgan justifiably holds as a progressive branch.

The editorial contains many gross inaccuracies, and its whole tone is completely misleading. The executive committee consider it most unsavoury that a paid officer of the Association should take it upon himself to publish statements *without satisfying himself that they are accurate*, and also to characterise members of the most progressive branch in South Wales, and one of the most progressive in the country, as unenlightened isolationists.

They direct me, therefore, to *demand*, and the word is used deliberately, a complete withdrawal of the editorial, and the publication of an apology in the next issue of the Journal, to be given as much prominence as the article complained of.

A copy of this letter has been sent to the General Secretary.

County Hall, Cardiff. W. G. DAVID,

Nothing would give us greater pleasure than to be able to say that the Glamorgan branch had not rejected the national policy of Whitleyism —but the above letter, in failing to specify the inaccuracies complained of, does not, unfortunately, enable us to do that. We are always ready to withdraw and apologise for any inaccurate statements in LOCAL GOVERNMENT SERVICE, *but we cannot do so if we are not told what they are.*

An Open Letter to Members of the Glamorgan Branch

We have also received the following from Mr. H. Langford, honorary secretary of the Essex County Council branch.

DEAR Colleagues,—I know that you will not take exception to this letter ; you will understand that it is written in the spirit of member talking to member on a matter of mutual concern, and you will, I know, accept it in this spirit.

Thousands of local government officers throughout the service (perhaps more especially those in Wales) must have been extremely disappointed to read in the April LOCAL GOVERNMENT SERVICE the report of your decision in regard to Whitleyism. But if they were disappointed at the decision they must have been amazed at some of the arguments which preceded it. (I am not much concerned —and I don't suppose you were—with the member who said it was "nothing short of Hitlerism" : he was obviously looking at the wrong item on the agenda and thought the meeting was discussing the N.E.C.'s decision to re-elect themselves *sine die*.)

The editor of LOCAL GOVERNMENT SERVICE rightly drew attention to the fallaciousness of the arguments put forward against Whitleyism. He should perhaps have gone a little bit further and pointed out to you that your full adherence to Whitleyism would *strengthen*, not prejudice, your existing joint advisory committee. Surely it is paradoxical to say that you are opposed to Whitleyism and yet have and believe in your own joint committee. A local joint committee *is* Whitleyism : it is the very essence of it ; but it is only a *part* of it, a cog in the wheel.

In opposing the Glamorgan branch's full participation in National Whitley machinery, Mr. Pratt is reported to have used the argument that there was "a considerable feeling within the branch in support of national scales similar in basis to those operating for teachers . . . and any departure from past branch outlook could not be countenanced." By what means, Mr. Pratt, do you propose to secure national scales if you don't have national Whitleyism ? The teachers, to whom you refer, certainly have their National Whitley Council (The Burnham Committee). They would never have got their national scales without it ! And is not "past branch outlook" (I don't mean Glamorgan in particular) responsible to a large extent for the present complete absence of uniformity in the service ? If not branch outlook, certainly branch autonomy.

I have always looked upon South Wales as the "home" of trade-unionism—as the "home" of those who believe that only by unity, only by all going in step, can wages and working conditions, etc., be improved. Surely you in the Glamorgan county branch of NALGO are not now going to say : "I'm all right ; the devil take my neighbour." Surely not !

Your branch's decision was the result of the vote of a mere 94 of your thousand or so members : won't you think again ; and help yourselves, your colleagues in other branches, and the service, by going all out for Whitleyism in an effort to secure those things we all desire ? Yours sincerely,

Chelmsford. H. LANGFORD,

A Ministry of Social Security

In the March journal, a superintendent relieving officer, writing over the nom de plume "S," called for transfer of all existing public assistance services to a single Ministry of Social Security. We invited him to expand his ideas. Here is his answer.

PUBLIC assistance in its present form is doomed. It is obvious from the trend of events that the welfare services of the future, when completed, will not be related to the poor laws. The reaction against temporisation with the poor laws of 1929 is no less severe than the reaction against the temporisation of another kind in which the same Minister was concerned at Munich.

I cannot understand why so many who speak of the important changes necessary in the social services conclude that there must be "some residual form of public assistance," at least in the sense that there must be odds and ends left over for another service to clear up. There may, of course, have to be special sections or methods within a service to meet certain conditions, as there are in education, but there is no reason why all unfortunate, or even recalcitrant, members of the family, should not be dealt with within the family. There is certainly no need for wide differences in assessment of disabilities involving a variety of courts of judgment. Generally speaking, the basic standard of need should not vary according to the circumstances in which that need arises. A disability is a disability. Unemployment is unemployment.

We may not be prepared at present to accept status of equality among men in all sections of life, but, in the world of assistance (I prefer the word "benefit"), we ought to be getting somewhere near a uniform basic standard.

Everybody is getting tired of the stupidity of the variations in assistance created by the chance which brings a needy person within this or that administrative action, "on the sides of which, in relation to such persons," as one of my colleagues has recently said, "especially where their dependents are concerned, even the officials find it difficult to know where they stand." There is no sense in continuing the existing juggling with humanity, resulting in less or more being left over to a "residual function."

Comprehensive Scheme Possible

It *is* possible for the people to have a comprehensive social security scheme allowing for no residual function except that to which I will refer later. As long as you have a service to hand somebody on to, so long will you have somebody to hand on.

The first step towards such a comprehensive service is to have one controlling head—a Ministry of Social Security.

So long as we have many Ministries dealing with comparable services, each with important administrative divisions, there can be no hope of a solution. One Ministry should be able to direct its agents by the most direct methods to the one end of security during disability and rehabilitation after it.

We have gone on so long with piecemeal legislation and unrelated schemes, each designed to meet only what appeared to be the most conspicuous need of the time, or to satisfy some political pressure, that we now find ourselves in a tangle. The anomalies and gaps *can* be cleared up, and the standard of benefit *can* be lifted beyond the need for a supplementing agency.

It has been stated recently that the difficulties are mainly two: the many existing services, and finance. That may be true, but I would suggest that, in spite of the great difficulties of the second point, now increased by the war, the first is the hardest to tackle. Nevertheless, it should be tackled now, with firm resolution. The financial problems do, of course, affect the transitional period before a final standard can be reached, and may involve an interim process.

We must guard against the danger expressed in the words "let us win the war first." Reconstruction must be part of the process of winning the war not only in the sense in which Mr. Churchill and President Roosevelt were agreed, but in all matters affecting the lives of the people. Otherwise, when we win we may find that we have lost again.

Publication of the amendments to the Conference agenda has compelled us again to hold over further articles in the series "Plan for Tomorrow," together with other features. They will be resumed as soon as space is available.

A plan should be made now for everybody to be brought within a comprehensive insurance scheme to which he contributes adequately from his earnings.

There must be special admissions to such a scheme of persons who cannot earn a living; otherwise we shall get the residual function again.

All must be entitled, by right, to the same basic benefits, safeguarding them against all kinds of disabilities.

The basic standard must be lifted beyond the normal need for supplementation by any assisting agencies. Abnormal circumstances would still have to be catered for—but they must be abnormal.

National or Local Control?

Pending operation of the completed plan, a transitional period becomes something real If, during this period, public assistance had to spend its declining powers clearing the way towards a worthy end there would be more inspiration in such a task than can possibly exist in a service which knows no goal.

There is bound to be serious argument regarding national or local control of such a comprehensive scheme.

Administration is tested by its results in speed of action, adequacy, and re-creative quality. The most important factor in social work is contact with the person to be helped—the local administration and administrator. One of the outstanding failures of modern administration in the assisting services is the gap between the executive officer and the people. This gap is widening in all the services and is to be deplored. That the envoy of a national assistance service to the State's most needy citizens should be its lowest paid, and presumably least efficient, servant is tragic.

Whatever may be the administration of the final scheme, it must include an effective local executive office, where the words Mr. E. C. Bligh used so wisely in his article in the January LOCAL GOVERNMENT SERVICE—"instancy," "discretion" and, I would add, "welfare"—are fully understood.

The lamentable failure of the Assistance Board to introduce these words to an intimate administration which inspires the confidence of the needy makes one rather afraid of government departments.

While I have scorned the "residual function," I have to admit that there is one. It is expressed in the term "welfare" and it may even be concerned with cash, though to a minor degree. Man does not live by cash alone. In the brave new world for which we fight, we trust this will be even more true than now.

One reason why we have not made public assistance indispensable in the social services is because we have not developed its welfare side as fully as could be. Much has been done, but not enough. We are only beginning to learn the right technique. That is not to say that other services have done any better. Past achievements do, however, give rise to the hope that the right technique will be found. There has been a glorious rise in respect for the individual. The personnel is receiving better training under more far-seeing leadership—but we are a long way from satisfactory methods.

All the welfare services have tended to measure their work by what they have given, rather than by what they have created. There has not been a sufficient inspiration towards self-reliance. Until we aim at character building with the same zeal that we now use in body building, we shall not graduate in humanity as worthily as we ought.

Although I suggest that the welfare services—the interpretation of which I would revise, and on which I would place an enhanced value—should continue to be administered by the local authorities, I would not keep them in the watertight compartments in which they now are—education, health, public assistance—even housing—etc. I would subject them to greater control and co-ordination by a social welfare committee.

Education, of course, is concerned with welfare, and that concern, from the educational point of view, must increase. But it is absurd for a schoolmaster, trained in the arts, to spend half his time administering a canteen. What is a greater wrong, however, is that benefits from each of the various departments I have mentioned can be given to the same family without any knowing what the others do.

Trained Staffs Essential

Welfare services are personal, often calling for long, intimate, and continuous individual contacts. The personnel making these contacts should be specially trained and kept for the work. All this should be directly related to the locality where the responsibility to the individual is fixed to an authority to which easy appeal can be made.

I know that there must be close liaison between cash benefits and the welfare services. The welfare services may even have to supplement normal basic rates in special circumstances—or even to supervise the spending here and there. I admit the paradox. It is, however, possible to effect this co-ordination provided one assumes that the new Ministry of Social Security, which controls the whole, finds a technique which inspires to action in the creation of a standard which ultimately will be as uniform throughout the nation as we expect and hope education will one day be.

Reconstruction Committee

Copies of the questionnaire prepared by the NALGO Reconstruction Committee have now been sent to all district committees and area education committees and to those branches and sectional and professional societies which have expressed their readiness to assist. Secretaries who have not received their copies and any others who would like to have them, are asked to write to the Public Relations Officer, 192, Edgwarebury Lane, Edgware, Middlesex.

AUTHORITY for EACH SERVICE?

G. R. C. MARSDEN here replies to the critics of his article urging the supersession of local authorities by a number of "technical corporations," one for each service, published in the January journal. The criticisms appeared in the March number.

FIRST, my reply to Mr. Norman Daker.

(*a*) There is no comparison between the mid-nineteenth century and to-day, in respect of the administration of essential services. The multiplicity of social services to-day indicates that they cannot be efficiently handled by one body; composed of untrained men. Those men have expert advisers, but the experts do not make the final decisions.

(*b*) Mr. Daker asks whether or not the members of the technical corporations are to be elected. Regard to space compelled me to be brief about detail, but my intention was to infer that the necessary personnel should constitute an extension of the civil service.

(*c*) I, too, should like to see efficiency and local self-government go hand in hand. But the snag is that all services cannot be efficiently administered over coincidental areas. What may be an ideal area for one may be totally unsuitable for others.

(*d*) I do not advocate that each service should levy an independent rate, to be collected by the financial corporation. Since it is suggested that chief officers should be responsible to the appropriate government department, it follows that the department concerned would have the final decision on expenditure, the financial corporation merely acting as collector of the total rate, whether levied on property or income. The assessment and collection of Inland Revenue provides a parallel. The whole point of centralising finance is that wealthy districts would automatically assist poorer districts and enable desirable schemes to be operated wherever necessary.

(*e*) I consider that services should be isolated from each other, since the maximum efficiency of minor services cannot be attained if major services exercise controlling authority. The hypothetical case cited by Mr. Daker would undoubtedly be the concern of the housing corporation under the system I suggest. That body would decide whether or not a house was fit for habitation and upon the redevelopment of the area concerned, acting as an expert housing body, not as a sanitary corporation.

(*f*) I do not agree that making chief officers responsible to a government department would inevitably lead to administration by regulation. Regional and district officers could be allowed considerable discretion to interpret comprehensive schemes to local advantage.

(*g*) Bigger staffs would not be necessary, save in so far as they were essential for improved services. Regionalisation as I suggest it could give service equal to that rendered at present by at least equal staffing. Co-ordination of areas would counterbalance the present method of attempted co-ordination of services. Mr. Daker's point that a single administrative body is preferable for one area has the great drawback that neither the council nor any other department can fully appreciate the problems of a particular department, and therefore smooth and efficient operation is not possible.

(*h*) Certainly, as Mr. Daker suggests, additional functions should have additional corporations. New services should not be allowed to become sideshoots of an established stem, but should be independent plants free to develop as best befits their particular scope and not as best befits a well-developed parent. It is the adoption of such methods which has led to the present system whereby certain chief officials concentrate various activities into one department. This is a policy which I hold to be undesirable, since such officials cannot possibly be specialists in all of the services for which they are held responsible. They have to rely upon the judgment of subordinates, who themselves should hold the responsibility for their particular branch.

(*i*) Mr. Daker's comparison of the suggested deflated council with the present ratepayers' associations is apt, but I do not agree that it would have less power than such bodies. It would have the right of vigorous representation in two quarters—through the liaison officers and through the local M.P. I also suggest that, in the event of dispute, the council should have the right of appeal to an independent body elected from other councils. My argument that councils should be deprived of executive power is based upon the fact that most councillors are untrained, and cannot assess the value of various methods of technical operation. We all know that it takes from five to ten years of hard work, both in and out of office hours, to train the average technical officer—and at the end of that time he is ready for only a comparatively junior post, since he lacks the ripeness gained by experience. How, then, can a part-time councillor hope to be qualified to pass judgment upon any proposed scheme?

(*j*) Mr. Daker admits that in certain instances the "ad hoc" body might be more suitable than local administration, on the ground that a wide area is essential to efficiency and economy. I do not advocate wholesale wide areas as the panacea for all ills. The essence of my argument is that the regionalisation of the various services should be as is best suited to each particular service. That is, shape the district to suit the service, do not distort the service to suit the district.

Second, in reply to Mr. H. H. Lomas.

(*a*) Mr. Lomas agrees that the system I have outlined would give us more efficient service, but fears that the transference of power from the local council to the official would be unwise, since it would be depriving the electorate of its share in administration. I agree up to a point, but I suggest that the electorate would still have its chance to indicate its temper through Parliamentary elections and through its local council's representations.

(*b*) Any loss of power to the electorate would be counterbalanced by the exclusion of vested interests from local affairs and by the opportunity presented of making it possible for services to be administered equally in all districts whether or not they could afford them.

Finally, my reply to Mr. Harry Eaves.

(*a*) Mr. Eaves also alleges a lack of democracy in my plan. But the officialdom I advocate would not be beyond public reproach, and its operations would be bound to be affected by public criticism, whether applied through the Press, Parliament, or the local council. To pursue Mr. Eaves' argument to the verge of the ridiculous, true democracy would be attained only if every person in the land were allowed to vote upon every action of every department operating a public service!

(*b*) We could achieve the best coupling of efficiency and democracy by shaping areas, not services.

To sum up, may I reiterate what I consider to be the six main points of my suggested plan—points which I think were perhaps not fully appreciated by the critics.

1. Maximum efficiency for all services.
2. Uniform standard of service to all communities.
3. Standardised cost of service to all communities.
4. Standard salaries and conditions of service for all officials.
5. Exclusion of local vested interests from the mishandling of local services.

MEMBER'S 23 DAYS' ORDEAL IN AN OPEN BOAT

In last month's Roll of Honour we recorded the award of the M.B.E. to Lt. Lawrence West, former A.R.P. officer, Cheshunt, for his courage and initiative in navigating a lifeboat containing 82 men from a point 600 miles off the African coast to Brazil. Here Lt. West tells the story of his ordeal in his own words.

THE British ship in which I was travelling was intercepted by a German armed merchant cruiser off the coast of Africa. After we struck our colour and were ordered to the boats, they gave us about 20 minutes. They did not attempt to take us on board their own ship. We were then 600 miles off the African coast and about 1,200 miles from Brazil.

We had 82 men—64 Indians and 18 Europeans—in our lifeboat, and I was senior officer in command. The lifeboat is supposed to carry 52, so we were terribly crowded. We had no instruments or charts except for a very small compass. We planned our trip on the first day and decided to aim for Brazil since the wind made it impossible to make for Africa. We thought it would take us 24 days.

There were five other lifeboats besides ours, and at least two were full of water the last time I saw them. The other three were picked up by ships and taken to various parts of the world. During our own journey, seven ships passed quite close, but we were unable to attract their attention. It was terrible to see them pass by at first, but we got used to that.

For the first week or so we lived on an egg-cup full of water a day and one biscuit each. Most of us were unable to eat the biscuits, since we could not swallow them.

After about a week we had some rain and were able to catch the water, and that, combined with the fact that quite a number of the Indians had died, enabled me to increase the water ration.

The heat was terrific, our thirst was appalling, but none of us ever felt hungry. The worst discomfort was overcrowding. Sometimes for days some of us could not sit at all, and always we had to bale water. After about three days we were covered by the most terrible boils and sores, made more painful by the fact that we kept constantly bumping into one another in the confined space.

None of us had the energy to do much. There was baling, of course, and the handling of the rations was quite a job from my point of view. I had also to act as doctor and chaplain, and each morning did what I could for the men and buried those who had died in the night.

After twenty-three days—one day less than we had estimated—we landed on a small island named Curupu, just off the State of Maranhão in North Brazil. We worked out afterwards that we had covered over 1,500 miles—on a main sail and a jib sail. At the end, there were 38 survivors—25 Indians and 13 Europeans.

We slept on the sandy beach for the first night and next day found some native farmers who took us to their hut. We stayed there for two days, and on the second day managed to get a written message taken by horsemen to the town of São Luiz. The police and British vice consul there arranged to bring us in, and after a nine-hour journey through the night in canoes and a two-hour journey in motor cars and lorries we arrived in São Luiz.

Amendments to Conference Agenda

THE Minister of Health, Mr. Ernest Brown, is to address the N A L G O Conference which is being held at Friends' House, Euston Road, London, on Monday and Tuesday, May 25 and 26. Mr. Brown will speak during the Monday afternoon session.

Below, we publish the amendments to the annual report and the conference agenda submitted by district committees and branches. Shortage of space makes it impossible to repeat the notices of motion which were published last month and the amendments should, therefore, be read in conjunction with pages 74-77 of the April journal.

In the final agenda the order and in some cases the wording of the amendments will be changed. Here, however, for the convenience of readers, they are referred to the notices of motion published last month, under the same headings and the same item numbers. Where a particular line in a notice of motion is specified the reference is to the motion as printed in LOCAL GOVERNMENT SERVICE and not in the preliminary agenda supplied to delegates.

The final agenda will be despatched to branches on May 8, by which date also branches must notify headquarters of the division of voting strength.

8. Annual Report of the National Executive Council.

Report to Expert Committee on Compensation and Betterment.

Amendment by the South Eastern District Committee.

That this Conference notes the omission from the annual report of the National Executive Council of any reference to the memorandum submitted by the council to the Expert Committee on Compensation and Betterment (the Uthwatt Committee) in which, among other things, the Council supported the nationalisation of all land ; and places on record its regret at such an important omission.

Paragraph 11—Permanent Death Benefit Scheme.

Amendment by the Metropolitan district committee, the West Riding County Officers' branch, and the Finchley and district branch.

That the section of the annual report dealing with the death benefit scheme, be referred back.

Amendment by the Southern District committee and the Berks County Officers' branch.

That the whole of this section of the Report be deleted, and that the sum of £5,680 proposed to be allocated to the scheme be applied to the general activities of the association.

Paragraph 21—Cost of Living Inquiries.

Amendment by the South Wales and Monmouthshire district committee.

(b) Civil Service Statistical and Research Bureau.

That the bureau be asked to issue its findings at the earliest possible date.

Paragraph 22—Nursing Services.

Amendment by the South Wales and Monmouthshire district committee.

That this Conference expresses its regret that the Association is not represented by a woman member on the " Rushcliffe " Committee.

Paragraph 23—Schedule of Reserved Occupations.

Amendment by the South Wales and Monmouthshire district committee.

That this Conference expresses the view that local government officers should be considered no less important than other sections of the public service in the matter of deferments.

Paragraph 24—N A L G O Consultative Committee.

Amendment by the North Devon branch.

That this Conference instructs the National Executive Council to consider and report on the possibility of effecting a combination of all sectional associations or institutions established for or on behalf of local government officers.

9. National Status of Local Government Officers.

Amendment by the Metropolitan district committee.

(1) After the words " local authorities," at the end of the second paragraph, add—" and the National Association of Local Government Officers."

Amendment by the Glasgow branch.

Delete all words after " and " on line 7 and add : " recommends

(1) that as so many problems are involved in this reorganization, the whole matter be remitted to the National Reconstruction Committee for its earnest consideration ;

(2) that steps be taken by the National Executive Council to ascertain the views of branches and district committees with particular reference to a revision of the rating systems in both Scotland and England ;

(3) that these views be co-ordinated and sent to the aforementioned committee or such other committee as Conference may decide."

Amendment by the Woolwich branch.

That the proposals contained in the motion be referred to the National Executive Council to investigate and report on all their aspects.

Amendment by the Carshalton branch.

That the N.E.C. be instructed to take all possible measures to secure at the earliest date practicable the implementation of the recommendations of the Hadow Commission with regard to the pay and service conditions of members of the local government service.

"Bombs ? No, we've just had one of those realistic invasion exercises."

Amendment by the Southwark branch.

(a) That, having regard to the character of the duties placed upon local authorities and their officers, and having in mind the development and reorganization of the social services likely to take place when peace is restored, this Conference is of the opinion that it is essential in the public interests that the local government service should be re-constituted so as to ensure that the methods of recruitment, status, and conditions governing employment in such service are of a standard comparable with that of the civil service.

(b) That the National Executive Council request the Reconstruction Committee to formulate a suitable scheme on these lines for submission to H.M. Government.

10. Three-Party Agreements.

Amendment by the Doncaster and district branch.

That the word " four " be substituted for " three " in line 6 of the motion, and the words " National Joint Council " be inserted after " officers " in line 10.

11. National Scales of Salaries and Service Conditions.

Amendment by the Chelmsford branch.

That the motion submitted by the Haslingden branch be presented to Conference in two parts, namely :

(a) That the National Executive Council be instructed to press for the compulsory adoption by all local authorities of one uniform scale of salaries and

(b) That the National Executive Council be instructed to press for the compulsory adoption by all local authorities of one uniform code of conditions of service.

Amendment by the Eastern district committee.

That the words, " through the machinery of the National Whitley Council " be inserted after the word " adoption " in line 6.

Amendment by the Luton and district branch.

That the words " subject to the uniform scale of salaries providing for necessary variations between types of authorities on the basis of the standard scales of salaries for teachers in public elementary schools " be added to the notice of motion.

12. Cost of Living Bonus.

Amendment by the Metropolitan district committee.

That after the words " cost of living " be added : " and to be on an equal basis for men and women."

Amendment by the Glasgow branch.

That after the words " February 6, 1942 " on the third line be added : " and Scottish district committee on March 11, 1942."

Amendment by the South Eastern district committee.

That this Conference expresses appreciation of the efforts of the National Joint Council to obtain reasonable schemes of war bonus for local government officers and urges the National Executive Council to continue its efforts for securing a full and effective scheme of Whitleyism in the Service.

13. Cost of Living Bonus for Superannuated Officers.

Amendment by the Uxbridge branch.

Add " if they are incapable of undertaking further work."

Amendment by the Scottish district committee.

After the word " Health " in line 2 insert " and the Secretary of State for Scotland."

15. Security of Tenure for all Local Government Officers.

Amendment by the Torquay branch.

That the National Executive Council—as soon as circumstances permit—endeavour to obtain legislation to alter the present position whereby an officer can be dismissed without reason, so as to provide that dismissal can only be carried out with good and sufficient reason being stated.

16. Equal Pay for Equal Work.

Amendment by the South Wales and Monmouthshire district committee.

That the words " and equality of opportunity in the service " be inserted in the sixth line between the words " work " and " and."

Amendment by the Glamorgan county officers' branch.

That the words " and equal opportunity " be inserted after " work " in line 6.

Amendment by the Stretford branch.

That the words " and responsibility " be inserted after the word " work " on the sixth line.

17. Service Pay and Dependants' Allowances.

Amendment by the Aberdeen and district branch.

That this Conference, while appreciating the position in regard to dependants of the Armed Forces, considers that this is a matter for action through some other channel than this Association.

18. Whitleyism and the Local Government Service.

Amendment by the Southern district committee.

Delete all words after the words " Ministers of Health " in the seventh line of the notice of motion.

Amendment by the East Midland district committee.

Delete all words after " Minister of Health " in the seventh line of the notice of motion and add : " is pleased to learn that the National Joint Council are now a party to the negotiations, but views with apprehension any proposals which would seriously alter the areas or functions of the existing Provincial Councils and/or existing agreements, and therefore instructs the National Executive Council to reject such an alteration without the consent of the majority of the existing Provincial Councils concerned."

Amendment by the Yorkshire district committee.

That the notice of motion be altered to read :

That while this Conference—

(a) notes with satisfaction the continued developments of the system of Whitley Councils for the administrative, technical and clerical services of local authorities evidenced by the activities of the National Joint Council, of the Provincial Joint Councils which now cover the whole of England and Wales, and of the many local joint committees established by local authorities ;

(b) appreciates the sympathetic attitude of successive Ministers of Health ; and

(c) congratulates the National Executive Council on the results of its efforts and, in particular, on its success in persuading the associations of local authorities to meet the authorities' side of the National Joint Council with a view to those associations giving support to and sharing in the representation on that council ;

it considers that, having regard to the value of the local interest engendered by the Provincial Joint Councils and the large number of local government officers to whom apply various recommendations relating to service conditions, including scales of salaries and cost of living bonus issued by those councils, the representatives of the association on the National Joint Council and on the Provincial Joint Councils should not agree to any variation of the existing arrangements which might affect materially the status and functions of the Provincial Joint Councils and does not safeguard the position of officers to whom the recommendations of those councils have been applied, and instructs the National Executive Council to take action accordingly.

19. Local Joint and Staff Committees.

Amendment by the South Wales and Monmouthshire district committee.

That the words " and also joint staff committees composed of representatives of staffs and departmental chiefs " be deleted from lines two and three, and the words " composed of representatives of local authorities and their staffs " be inserted.

Amendment by the Essex County Council branch.

That this Conference approves of the principle of local joint committees as an integral and desirable part of the Whitley Council system.

Amendment by the Uxbridge branch.

Delete "and further instructs branches to endeavour to initiate them immediately."

Amendment by the Berkshire County Officers' branch.

Delete the words "and also joint staff committees composed of representatives of staffs and departmental chiefs."

Amendment by the Glamorgan County Officers' branch.

Delete the words "departmental chiefs" in lines 4 and 5, and insert the words "local authorities."

20. Conditions of Employment and National Arbitration Order, 1940.

Amendment by the Glasgow branch.

That the words "the Secretary of State for Scotland and other appropriate bodies" be added to paragraph (b).

22. Affiliation to the Trades Union Congress.

Amendment by the South Eastern district committee.

That this Conference directs that the National Executive Council should review the question of affiliation to the Trades Union Congress from time to time during the war period, but that any change of policy on the subject should, before it is implemented, be confirmed by a majority of members of the Association voting by means of a direct referendum or through the branches.

Amendment by the Woolwich branch.

That the words "until the end of the war" in the last two lines of the Motion be deleted and the words "for the time being" be substituted therefor.

Amendment by the West Riding county officers' branch.

Delete the words "until the end of the war" and add "for a period not exceeding two years after the termination of hostilities."

23. *Notice of Motion by the South Wales and Monmouthshire district committee, and the Leicester, Stalybridge, Barking and Glasgow branches.*

Amendment by the Southall branch.

That this Conference resolves that arrangements be made by the National Executive Council at an early date for a ballot to be taken of members of the Association to determine the question of affiliation to the Trades Union Congress.

24. Formation of Federation of Associations Representing Professional, Clerical, Administrative, and Technical Workers.

Amendment by the Wandsworth branch.

That the word "workers" in line 5 be deleted and the word "employees" substituted therefor and that all words after "bodies" in line 7 be deleted.

Amendment by the Glasgow branch.

Add "Within the framework of the Trades Union Congress."

26. Stronger NALGO.

Amendment by the South Wales and Monmouthshire district committee and the Glamorgan County Officers' branch.

That the words "the Association, both national and local" be deleted and the words "local government" be substituted.

27. Holiday Centres.

Amendment by the Sheffield branch.

That Clause (1) of the notice of motion be deleted.

28. Temporary Officers and Membership of NALGO.

Amendment by the Southern district committee.

Add the words "but that such temporary members should be told that their membership will be subject to the overriding interests of the members at present serving in the Forces."

Amendment by the Luton and district branch.

Delete the words "strongly urges branches to secure the] membership of all persons employed as temporary officers in local government and."

Amendment by the Metropolitan district committee.

"New Rule 55a. Any person who claims to come within the definition of 'local government officer' under Rule 4, whose application for membership is not accepted by the appropriate branch, shall have the right of appeal to the appropriate district committee with an ultimate right of appeal by the branch, or the member, to the National Executive Council, whose decision shall be final."

Amendment by the Stretford branch.

Delete the word "all" in line 2.

29. Temporary Officers and NALGO Ancillaries.

Amendment by the Glamorgan County Officers' branch.

Add the words "on the same terms as permanent officers."

Amendment by the Stretford branch.

Add the words "subject in the case of the Provident Society to their passing a medical examination."

35. Election of Honorary Officers and Members of the Council.

Amendment by the Metropolitan District committee.

(a) That an election of honorary officers and of the National Executive Council be held prior to the next annual conference.

(b) That the form of ballot be left to the National Executive Council for decision.

ANCILLARIES MEETINGS

NALGO APPROVED SOCIETY No. 312

Notice is hereby given that an Annual General Meeting of members of the NALGO Approved Society will be held at Friends' House, Euston Road, London, on Tuesday, May 26, 1942, at 4 p.m., to consider the following agenda :

1. To confirm the Minutes of the last meeting.
2. Ministry of Health Auditors' Financial Statement 1940.
3. Annual Report of Committee of Management.
4. Admission of war-time temporary officers to membership. Notice of Motion submitted by the Croydon Branch. "That in view of the decision of the National Executive Council to admit war-time temporary members of staffs of Local Authorities into membership of the Association, the Management Committee be authorised to admit this class of officer into membership of the Approved Society."
5. Triennial Valuation. Notice of Motion submitted by the Glasgow Branch. "That the Committee of Management approach the Ministry of Health with a view to obtaining a Triennial Valuation of Approved Societies so as to coincide with the qualifying period for treatment benefits."
6. Election of President, Trustees, and Committee of Management.
7. Other business, if any.

Nalgo, Croyde, Braunton, North Devon. — L. HILL, *Secretary.*

NALGO PROVIDENT SOCIETY

Register No. 1105—Devon.

Notice is hereby given that an Annual General Meeting of members of the Nalgo Provident Society will be held at Friends' House, Euston Road, London, on Tuesday, May 26, 1942, at 2.30 p.m., to consider the following agenda :

1. To confirm the Minutes of the last meeting.
2. Election of Committee of Management.
3. Financial Statement and Balance Sheet.
4. Annual Report.
5. Appointment of Auditors.
6. Other business, if any.

Nalgo, Croyde, Braunton, North Devon. — L. HILL, *Secretary.*

NALGO BUILDING SOCIETY

No. 804B London

Notice is hereby given that an Annual General Meeting of members of the Nalgo Building Society will be held at Friends' House, Euston Road, London, on Monday, May 25, 1942, at 5.15 p.m., to consider the following agenda :

1. To confirm the minutes of the previous meeting.
2. Financial Statement and Balance Sheet.
3. Annual Report of the Committee of Management.
4. Notices of Motion.

Submitted by Messrs. R. A. Millar and J. M. Anderson (Glasgow branch) :

That the Committee of Management reconsider the granting of 100 per cent loans on mortgage to suitable applicants.

Submitted by Mr. H. S. Marsden (Sheffield branch) : That the Sheffield branch of NALGO requests the Committee of Management of the Building Society to delete the word "shall" in the last paragraph of Rule 4 and insert "is invited to." It is desired that the last paragraph of Rule 4 will now read, "Every member is invited to be a subscriber for a share or the owner of a fully paid share."

5. Election of Committee of Management.
6. Election of Auditors.
7. Other business (if any).

A copy of the agenda, report and financial statement and balance sheet can be obtained from the undersigned.

Nalgo, Croyde, Braunton, N. Devon. — L. HILL, *General Secretary.*

42. Revised Subscriptions.

Amendment by the West Riding County Officers' branch

(a) That this Conference, appreciating the necessity for an increased subscription income, instructs the National Executive Council to bring forward a revised scale of subscriptions based on a lesser number of grades not exceeding 4.

Amendment by the East Ham branch.

That this Conference, whilst admitting the desirability of increasing the rates of subscriptions payable by members is of opinion that the scale submitted is unwieldy and that the National Executive Council should be instructed to prepare and submit to the 1943 conference a new scale composed of not more than six divisions (excluding the two for retired officers), such scale to provide for subscriptions to be payable quarterly in advance.

Amendment by the Doncaster and district branch.

That the proposed new scale of subscriptions be amended as follows :

6d.	**per month on salaries up to**				**£52 p.a.**	
9d.	,,	,,	,,	**from £52 to**	**104**	,,
1s.	,,	,,	,,	,,	**105 ,, 150**	,,
1s. 3d.	,,	,,	,,	,,	**151 ,, 200**	,,
1s. 6d.	,,	,,	,,	,,	**201 ,, 250**	,,
1s. 9d.	,,	,,	,,	,,	**251 ,, 300**	,,
2s.	,,	,,	,,	,,	**301 ,, 350**	,,
2s. 3d.	,,	,,	,,	,,	**351 ,, 450**	,,
2s. 6d.	,,	,,	,,	,,	**451 ,, 550**	,,
3s.	,,	,,	,,	,,	**551 ,, 750**	,,
3s. 6d.	,,	,,	,,	,,	**751 ,, 1000**	,,
4s.	,,	,,	,,		**over 1000**	,,

Amendment by the West Suffolk and district branch.

Delete the first line of the proposed scale of subscriptions and substitute the following :

6d. per month on salaries up to £60 p.a.
1s. per month on salaries from £61 to £100 p.a.

The remainder of the N.E.C. motion to remain as drafted.

Amendment by the Billericay branch.

That the following additional scale of subscriptions should be added :

Up to and including £52 per annum—6d. per month
£53—£100 per annum —1s. ,, ,,

and thereafter as set out in the motion.

Amendment by the Gillingham branch.

That Rules 9 and 10 be amended to provide for a uniform subscription of sixpence per member per week. Retired members receiving a superannuation allowance up to and not exceeding £300 per annum—5s. per annum ; over £300 per annum—10s. per annum.

Amendment by the Isle of Ely branch.

That, subject to the Conference being convinced that an increase in the association's income is necessary ; rule 9 (a) be amended to provide for the following revised scale of subscriptions to operate from November 1, 1942.

Up	**to**	**£52**	**p.a.**	...	...	...	**6d. per month**
£53	,,	**£120**	,,	...	...	...	**1s.** ,,
£121	,,	**£260**	,,	...	...	...	**1s. 6d.** ,,
£261	,,	**£350**	,,	...	...	...	**2s.** ,,
£351	,,	**£450**	,,	...	...	...	**2s. 6d.** ,,
Over		**£450**		...	...	...	**3s.** ,,

Amendment by the London County Council branch.

That Rule 9 (a) and (b) be amended to provide for the following revised scale of subscriptions to operate from November 1, 1942.

5d. per month on salaries up to					**£52**	**p.a.**
10d.	,,	,,	,,	**from £52 to**	**120**	,,
1s. 3d.	,,	,,	,,	,,	**121 ,, 250**	,,
2s.	,,	,,	,,	,,	**251 ,, 300**	,,
2s. 6d.	,,	,,	,,	,,	**301 ,, 350**	,,
3s.	,,	,,	,,	,,	**351 ,, 450**	,,
3s. 6d.	,,	,,	,,	,,	**451 ,, 550**	,,
4s.	,,	,,	,,	,,	**551 ,, 750**	,,
4s. 6d.	,,	,,	,,	,,	**751 ,, 1000**	,,
5s.	,,	,,	,,		**over 1000**	

Retired members receiving a superannuation allowance up to and not exceeding £300 a year—5s. a year.

Retired members receiving a superannuation allowance exceeding £300 a year—10s. a year.

Amendment by the Berkshire County Officers' branch.

(a) That the existing rules be amended to provide for the following scale of subscriptions to operate from November 1, 1942.

6d. per month on salaries up to					**£52**	**p.a.**
1s.	,,	,,	,,	**from**	**£52 to 120**	,,
1s. 6d.	,,	,,	,,	,,	**121 ,, 260**	,,
2s.	,,	,,	,,	,,	**261 ,, 350**	,,
2s. 6d.	,,	,,	,,	,,	**351 ,, 450**	,,
3s.	,,	,,	,,	,,	**451 ,, 600**	,,
3s. 6d.	,,	,,	,,	,,	**601 ,, 750**	,,
4s.	,,	,,	,,	,,	**751 ,, 1000**	,,
4s. 6d.	,,	,,	,,		**over 1000**	

Retired members, 5s. per annum.

Amendment by the Manchester branch.

That this scheme is untimely and ill-based and, in the opinion of this Conference any consideration of revised scales of subscription should be postponed until the end of the war.

Amendment by the North Western and North Wales district committee.

That consideration of the question of revising the existing scale of Association membership subscriptions be deferred until the end of the war.

Amendment by the Stretford branch.

That a 10 per cent. increase in the present scales o subscriptions be substituted in place of the scale proposed by the National Executive Council.

43. Legal Assistance.

Amendment by the Yorkshire district committee.

(a) That the words "in connection with the issue of a legal defence policy" be deleted.

(b) That proposed new rule 8 be amended to read "in cases where a member is charged with a criminal offence and pleads guilty no assistance shall be given ; in other cases where a member is charged with a criminal offence such assistance shall be given as the National Executive Council deem advisable."

(Continued at foot of next page)

STRENGTHENING THE DISTRICTS

AS is shown in the table on pages 102-3, most district committees have now completed their discussions on the many interesting proposals for the reorganisation of N A L G O made in our columns last year and summarised by "Critic" in the second of his two articles, published in LOCAL GOVERNMENT SERVICE for July, 1941. Despite war-time preoccupations, the district committees as a whole took the questions raised seriously and considered them thoroughly, in some cases obtaining the views of all branches in the district. The result, therefore, may be said to represent the considered views of a major section of the Association and, as such, is worthy of close study. Before commenting upon it, however, we propose to await the reports of the Metropolitan, Southern, and Eastern district committees, which are not yet available.

In addition to presenting its recommendations on the proposals in the "Blueprint," the policy sub-committee appointed by the North Western and North Wales district committee submitted recommendations on the future policy of the district committee going beyond the "Blueprint." These recommendations are of great interest and should be read in conjunction with the views of the sub-committee set out on page 102. It should be emphasised, however, that, while they have been approved by the general purposes committee, they have not yet been considered by the full district committee.

The sub-committee expresses the view that the objects of the district committee as set out in its rules and constitution—namely, to encourage the formation of branches and to stimulate and foster support for the N A L G O ancillaries, schemes for the physical and social welfare of members, and any other approved object of N A L G O—are inadequate to cover what are conceived to be its functions. Moreover, the district committee has done little to foster support for some of the ancillaries. Its meetings are largely concerned with receiving reports of sub-committees and the N.E.C. and similar formal business, and have been little used for the exchange of ideas or for influencing either branch or national affairs.

To meet these criticisms the sub-committee makes the following recommendations:

1. Branches should be encouraged to use the district committee as a "clearing house" for their grievances, suggestions, or criticisms on all matters of general application, so that the district committee may consider them and, if necessary, make representations to the National Executive Council or the Whitley Council; and

2. Branches should be encouraged to submit to the district committee any motions which they propose to place on the conference agenda, to give the committee an opportunity of expressing an opinion on them, thus enhancing the influence of the district on matters of national policy.

To achieve these aims, it is recommended that the following be added to the objects o the district committee:

(i) To act as the medium for the discussion of any representations by branches on questions having a general application in relation to salaries and/or service conditions and to decide the action to be taken thereon;

(ii) To make representations to the National Executive Council and/or appropriate Whitley Council on matters of policy affecting the salaries or service conditions of members.

(iii) To consider any matter appertaining to the conference agenda.

PAPER-SAVING IN THE OFFICE

WE all know the tremendous part local government is playing in the salvage campaign. But is it doing all it can to save material as well as to recover that which has already been used? Some authorities and individual officers have introduced substantial economies; others show little appreciation of the need for the most drastic restrictions in the use of paper, or of the methods by which it can be achieved.

For the guidance of these latter, we make the following suggestions, based on five principles which should be paramount:

1. Do Not Use at All

(a) Is it necessary? should be asked about every piece of stationery used. A firm and ruthless examination would eliminate many forms, returns, carbons, letters, and records.

(b) Some offices have dispensed with envelopes altogether, folding letters with a tuck or sealing with a small gummed tab, typing the address on the outside of the letter.

(c) Stocks of stationery should be standardised, and big stocks not held.

(d) New paper should never be used for drafts, notes, and inter-departmental memoranda.

(e) Carbon copies can often be dispensed with altogether, the back of the original letter being used for the copy. Where a letter is to be seen by one or more officers, the original should be circulated.

(f) Compliment slips and covering letters are usually unnecessary luxuries.

(g) Alterations to letters should be made in ink—retyping is not essential.

(h) Statements and returns should be cut down to the minimum.

2. Use as Little as Possible

(a) Use of thinner paper is one of the most effective economy measures.

(b) Postcards can often replace letters.

(c) Continuation sheets should be smaller than first sheets.

(d) Typists should be ordered to use the smallest practicable sheet for each letter.

3. Use as Well as Possible

(a) All margins should be cut down to the minimum. For letters, minutes, and memoranda, an inch space top and bottom and at the left-hand side is ample, with no space on the right.

(b) All typed material should be single-spaced.

(c) Minutes and printed memoranda can often be printed in smaller type, with narrower margins and less space between lines and paragraphs.

(d) Needless verbiage should be ruthlessly cut out in agendas, minutes, memoranda, and correspondence.

(e) Letters and documents should always be typed on both sides.

(f) If a reply is called for, a reply form (which can be as small as 3 in. by 4 in.) can be used. Often, the reply can be written on the original letter, saving repetition of the matter referred to as well as a fresh letter.

(g) Type headings should be drastically cut down and headed paper never used for inter-departmental correspondence.

4. Use Again

(a) Envelopes can be used again and again.

(b) Search of files and cupboards will usually produce masses of old letters and duplicated documents, the backs of which could be used.

5. Salvage the Remainder

(a) There is still tons of paper in old files, much of which could be brought out for salvage or re-use.

(b) All stored periodicals, minutes, records, ledger cards, and other material should be combed for salvage.

An office "salvage officer" could encourage many other economies—in the use of carbon paper, typewriter ribbon (two-colour ribbons are a wasteful luxury), clips, pins, blotting paper, pens, inks, pencils (propelling pencils should be used wherever possible and worn or unsatisfactory pencil sharpeners thrown into the dustbin) files, and so on. Many an office could work satisfactorily if no more files were ordered for the rest of the war. This would encourage the recovery of old ones—and might obviate the need for new steel filing cabinets.

AMENDMENTS TO CONFERENCE AGENDA

(Continued from preceding page).

Amendment by the Scottish district committee.

Rule 78—after the word "council" in line 2 add "or in Scotland, the Scottish district committee."

Rule 79—After the word "council" in line 1 of substitute rule insert "or in Scotland, the Scottish district committee."

New Rule A—After the word "council" in lines 8 and 12 insert "or in Scotland, the Scottish district committee." B—After the word "terminated" in line 3 add: "unless the Council, or in Scotland, the Scottish district committee decides otherwise." Add at end of Rule: "or in Scotland, the Scottish district committee."

Amendment by the South Wales and Monmouthshire district committee and the Glamorgan County Officers' branch.

That paragraph (b) of New Rules be referred back for further consideration.

Amendment by the South Eastern district committee.

Rule 78—Delete the word "may" in line 11 and substitute "must."

Amendment by the South Shields branch.

Rule 78—Delete all words after "sufficient" in line 12 and add: "provided that before refusing any application, the council shall obtain the observations of the appropriate branch executive committee on the application."

44 Subscriptions of Members on War Service.

Notice of Motion by the Stretford branch.

Amendment by the Islington branch.

That where a local authority has adopted the provisions of the Local Government Staffs (War Service) Act, 1939, whereby allowances are payable to employees engaged on war service, the subscription of a member of this Association employed by that authority should be based upon the amount of allowance payable to him plus the amount of his war service pay or on the amount of the remuneration to which he would have been entitled had he remained in his civil employment, whichever is the less, but where no war service allowance is made, a nominal subscription of 5s. per annum be payable.

46. Subscriptions of Members in H.M. Forces.

Amendment by the Doncaster and district branch.

That the rules of the Association be amended to provide that no further subscriptions be demanded from members on service with any branch of H.M. Forces, including Civil Defence, National Fire Service, and Police War Reserve during the period of such war service and that appropriate action be taken in order to preserve their rights in connection with membership of any of the ancillaries of the Association.

48. *Notice of Motion by the Bucks county branch.*

Amendment by the Southwark branch.

That the words "or the civil defence services" be added after the words "H.M. Forces" in the 8th and 11th lines of the motion.

Amendment by the Brighton branch.

That the words "members on war service" be substituted for the words "members serving in the Forces" in lines 2 and 3 and in lines 7 and 8, and that "war service pay" be substituted for "pay in H.M. Forces" in lines 10 and 11 of the motion.

49. *Notice of Motion by the Leicestershire branch.*

Amendment by the Brighton branch.

That the words "members on war service" be substituted for "members serving in H.M. Forces or in the civil defence services."

50. *Notice of Motion by the North Eastern district committee.*

Amendment by the Brighton branch.

That the words "members on war service" be substituted for "members serving in H.M. Forces."

51. Annual Conference.

Amendment by the South Wales and Monmouthshire district committee, the Glamorgan County Officers' branch, and the Manchester branch.

That the word "next" in the third line of paragraph (b) be deleted and the figures "1943" be inserted.

Amendment by the Glasgow branch.

Amend (b) to read: "That this Conference instructs the National Executive Council to hold a Conference in 1943."

NALGO ROLL OF HONOUR

THE latest membership returns show that by last October close on 30,000 NALGO members were serving with the Forces.; by now that total will almost certainly have been exceeded.

To date, according to the returns received from branches (and they, alas, are not always as complete and up-to-date as they might be), 365 have made the supreme sacrifice, 312 of them with the Forces and 53 as civilians on the Home Front ; 164 warriors and one civilian are missing, 202 are prisoners of war, and three have escaped from captivity. A total of 139—66 warriors and 73 civilians—have received awards and honours of one kind or another. The services awards include two George Crosses, four George Medals, one Albert Medal, six Military Crosses, three Military Medals, 12 D.F.C.s, 22 D.F.M.s, two D.S.C.s, two D.S.O.s, and two D.S.M.s. Civilian awards include two George Crosses—one of them the first to be awarded—14 George Medals, five C.B.E's, 18 O.B.E.s, and nine B.E.M.s. Truly a record of which the Association and the local government service can be proud !

This month's Roll of Honour is as follows :

TO SERVING MEMBERS

" Local Government Service."

We are especially anxious that every member on service should see " Local Government Service " regularly, but it is not always easy for branch officers to ensure this when men are moving about. It will help greatly if you will—

1. Write to your branch secretary should you fail to get your copy ; and

2. Leave the copy, when you have finished with it, in your reading-room or canteen, where other members who may not have received theirs may see it.

Even if there are no other NALGO members in your unit, others may be interested in the Journal, and it will be useful public relations to give them a chance to read it.

Sports Kit.

In response to recent appeals for sports equipment for isolated units, Headquarters has received £3. Will any members in the Forces who could make good use of sports equipment tell us what they need ?

More sports and games equipment of all kinds will be welcomed. Send it to NALGO Centre, Croyde, Braunton, Devon.

Military

KILLED

***Booth, A.B., B. R.,** finance dept., Coventry.
Clipson, Sgt. Pilot A. L., public health dept., Surrey C.C.—in flying accident.
Cottingham, Sgt.-Pilot J. C., R.A.F., 18, town clerk's dept., Hove.
Davies, Sub.-Lt. T. H., R.N.V.R., Fleet Air Arm, 21, finance dept., Glamorgan C.C.—in flying accident.
Devolle, Sgt. W/Op. A. G., J. A., R.A.F.V.R., 21, waterworks engineer's dept., Bolton—in air operations.
Emmett, G. C., R.N., cleansing dept., Halifax.
Evans, Pilot Officer L. F., R.A.F.V.R., town clerk's dept., Westminster. Killed in action.
Hancock, Sgt. A/G G., R.A.F., 28, Manchester—in Middle East.
Hough, Flying-Officer H. B. L., R.A.F.V.R., finance dept., Westminster—in flying accident.
Haldane, Cpl. C. S., R.A.S.C., electricity dept., Scarborough. Died in hospital.
Ilsley, F/Sgt. I. W. R., R.A.F., education dept., Hendon —on operational flight.
Marginson, O/Seaman J. R., R.N.P.S., treasurer's dept., Northampton C.C. Presumed killed.
***Marks, Flt.-Sgt. V. H.,** R.A.F.V.R., education dept., Northampton C.C. Presumed killed.
Mason, C. H. B., Coventry. Killed in action in H.M.S. Trinidad while on convoy duty.
Wale, Sgt. W.O./A.G., K. V., R.A.F., town clerk's dept., Paddington.
Walton, Lt. J. P., R.E.—whilst working on bomb disposal.
Williams, Pilot Officer J. A., R.A.F., treasurer's dept., Hendon. Killed on active service.

MISSING

Bland, Sgt. E., R.A.F., water dept., Halifax.
Bownes, Gnr. G. A., R.A., cleansing dept., Halifax (in Malaya).
Chaffer, Gnr. R., R. A., 22, sanitary surveyor's dept., Settle R.D.C. (in Malaya).
Frankland, Sig. T., R. A., 22, highway surveyor's dept., Settle R.D.C. (in Malaya).
Fisher, A.B. G., R.N., 21, town clerk's dept., Redcar (missing, believed killed, from H.M.S. Encounter).
Grisbrook, Gnr. T. J., R. A., Mddx. C.C. (in Malaya).
Hills, Lt. K. I., R.N.V.R., city engineer's dept., Newcastle-upon-Tyne (from St. Nazaire raid).
Hooper, Pte. C. P., Cambs. Regt., clerk's dept., West Suffolk C. C. (at Singapore).
Jasper, J. D., Camberwell (at Singapore).
Johnson, Pte. W., R.C.S., 27, electricity dept., New Mills U.D.C. (in Malaya).
Kennea, Sgt. Obs. T. L., R.A.F., treasurer's (electricity) dept., Bristol (from operational flight).
Kershaw, Sig. G. F., R.C.S., 27, health dept., South Shields (in Singapore).
Kirk, O/Seaman H., electricity dept., Bredbury & Romiley (from H.M.S. Exeter).
Lowe, L/Sgt. G. A., R.E., public assistance dept., Norfolk C.C. (in Malaya).
Miles, Pte. F. E., R.A.O.C., town clerk's dept., Willesden (in Malaya).
Morton, Gnr. H., R.A., sanitary inspector's dept., Peterborough (at Singapore).
Morton, L/Cpl. W. W., R.C.S., treasurer's dept., Cumberland C.C. (in Malaya).
Norris, L/Cpl. C. J. S., R.C.S., finance dept., Billericay U.D. (at Singapore).
Orme, Sgt. P. B., engineer's dept., Luton.
Pickles, T. H. J., R.A., treasurer's dept., Halifax (in Malaya).
Pidgeon, Sig. F., treasurer's dept., Leyton (in Malaya).
Pilgrim, A/A.B., S. A., R.N., 22, town clerk's dept., Redcar (missing, believed killed, from H.M.S. Stanley).
Smith, Sgt. R. A., R.A., education dept., Peterborough (at Singapore).
Sykes, Capt. E. T., Suffolk Regt., agriculture organiser, West Suffolk C.C. (at Singapore).
Taylor, Pte. J. M., R.A.M.C., treasurer's dept., West Hartlepool (in Malaya).
Whincup, L/Sgt. B. E., R.A., city engineer's dept., Peterborough (at Singapore).
Wood, Sig. A., Tynemouth Public Assistance Institution (at Singapore.)
Wray, Pte. L. W., R.A.O.C., 26, gas works, Redcar (in Malaya).

PRISONERS OF WAR

Casson, Sgt. S. M., R.A.M.C., asst. sanitary inspector, Thingoe R.D.C. (in Middle East).
Thomas, Gnr. G. W., R.A., collector's dept., Wanstead (in Libya).

**Previously reported missing.*

Another Member Freed!

Last month we announced that L/A. C. Robson, of the North Riding Branch, had been freed when the Imperial Forces recaptured Halfaya. This month brings news of yet another member liberated from Halfaya—Trooper H. W. Fountain, of Hammersmith. He was severely injured when an ammunition truck in which he was riding was dive bombed and blown up, and had a rough time after his capture, but is now in a British hospital making, we hope, a good recovery.

AWARDS TO MEMBERS

D.F.M.

Wheeler, Sgt. K., R.A.F., rating and valuation dept., Eton R.D.C. For courage and skill in raid on Luebeck.

Williams, Pilot-Officer H. A., R.A.F., treasurer's dept., Dudley. In recognition of splendid work and courageous example as captain of aircraft, in the course of which he carried out raids on many enemy targets, including Stettin, Bremen, Wilhelmshaven, Kiel, Rotterdam, and Italy. He also took part in two daylight raids on Brest in December, 1941, on both occasions displaying unflinching determination regardless of opposition.

M.C.

Blacklock, 2nd Lt. E. H. G., R.A.F., accountant's department, Cowes U.D.C. In recognition of gallant and distinguished service in the Middle East.

M.B.E. (Civil Division)

Pelham, J. L., A.M.Inst.C.E., Deputy Borough Engineer, Assistant Controller and Head of Rescue Services, Hendon Borough. For great courage and devotion to duty.

THE D.F.M. SMILE

In the January journal we recorded the award of the Distinguished Flying Medal to Pilot Officer DERYCK N. GRAINGER, R.A.F., 21-year-old son of Mr. V. Grainger, until recently secretary of the North-Eastern district committee and a member of the N.E.C. Pilot-Officer Grainger, who up to the time of his enlistment was a member of the treasurer's department at Newcastle-upon-Tyne, is here seen leaving Buckingham Palace after he had received his decoration from the King.

HOSPITALITY FOR WARRIORS

Many more branches have responded to recent appeals to offer hospitality to their colleagues in the Forces, and the list is now a long one. But many areas are still not represented, and we shall be happy to make it longer still.

BRANCHES

Acton.—J. PENGANDE, Town Hall, W.3 (ACOrn 3232).
Ashton-under-Lyne.—W. B. BRADLEY, electricity works (use of Waterworks Social Club offered).
Aylesbury.—Bucks county NALGO Sports and Social Club. Indoor winter games and summer sports.—G. A. MELLOR, County Hall.
Barking.—R. A. BROWN, Town Hall Annexe.
Basingstoke.—Miss E. J. SMITHERS, Municipal buildings.
Blackburn NALGO Sports and Social Club.—J. COX, 42, Victoria Street.
Burnley.—Greenhill Club, 163a, Manchester Road (billiards, bowls, cards, darts).—J. M. HOLT, Education Offices, Manchester Road.
Cambridgeshire.—LEO MASON, Shire Hall.
Canterbury.—J. E. NEWPORT, Municipal Buildings, Dane John (Canterbury 2826).
Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield Road.
Cheshire County.—H. JONES, 47, Walter St., Chester.
Clacton-on-Sea.—Staff social, with table-tennis, etc., each Thursday evening, Town Hall.—Miss CROXFORD, Town Hall.
Croydon.—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROydon 4433, Mayday Switchboard, Ext. 122).
Dudley, Worcs.—S. N. COLYER, Sedgley Emergency Hospital, Burton Road (Dudley 2243).
Erith.—D. H. E. HOCKLEY, Council Offices.
Gillingham.—H. KING, Municipal Buildings.
Grimsby.—J. W. L. BUXTON, Borough Treasurer's Dept., Municipal Buildings, Town Hall Square (Grimsby 55141).
Hinckley, Leicestershire.—J. G. S. TOMKINS, 16, Station Road.
Hornchurch.—D. H. ELLIS, Council Offices, Billet Lane (Hornchurch 3434).
Hucknall.—E. H. ADAMS, Health Dept., Watnall Rd.
Ipswich.—Miss E. M. EDE, Social Welfare Dept., 19, Tower Street (Ipswich 2208).
Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.
Kirkby-in-Ashfield.—L. H. JAMES, Gas Dept., Urban Road.
Leicester.—J. HILL, City Water Offices, Bowling Green Street.
Lincoln.—Lindsey County officers hold a monthly social. Particulars from secretary, NALGO, County Offices.
Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas Street (Bank 487).
March, Cambs.—C. F. BOTTERELL, County Hall.
Morley (Leeds).—A. R. JOLLEY, Borough Engineer's Office, Town Hall.
Newcastle-upon-Tyne.—V. GRAINGER, Town Hall.
Orpington.—R. H. JORDAN, Council Offices, 46, Bark Hart Road, or (home) 255, Court Road.
Paddington.—Bowling and Sports Club, Castellain Road. Maida Vale (bowling, tennis, table-tennis, billiards, darts, cards).—T. F. DUNNING, Town Hall (PADdington 7672).
Penarth, Glam.—J. THOMAS, 19, Albert Road.
Reading.—J. H. SOWDEN HALL, Weights and Measures Dept., Field Road (Reading 4190).
Rochdale.—Municipal Officers' Club, Toad Lane (billiards, table-tennis, darts, cards, and bar).—J. H. LEVER, Town Hall, Rochdale (Rochdale 3181).
Scunthorpe.—W. H. KENDALL, Civil Defence Headquarters, Comforts Avenue.
Southall.—R. N. ROOK, Town Hall (Southall 1374).
South Shields.—F. OLLIER, Borough Treasurer's Dept., Town Hall (South Shields 1380).
Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).
Ware, Herts.—E. B. CULLIN, secretary, Herts A.R.P. Recorded Music Society, welcomes music-lovers to his home, 17, Jeffries Road, Ware, by appointment, and to meetings of the society, usually 3 p.m. first Sunday each month at The Priory, Ware.
Weymouth.—R. W. MILLER, Municipal Offices.
Wimbledon.—J. W. BABBS, Borough Engineer's Dept., Town Hall, S.W.19.
Wrexham.—H. BROOKFIELD, Borough Surveyor's Dept., 1, Grosvenor Road.
Yeovil.—Miss J. L. KEBBELL, B.A., Municipal Buildings.

PERSONAL

Bromsgrove.—F. W. GOODMAN, The Pines, Stourbridge Road (secretary of Bromsgrove branch).
Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306), offers " meals, bath, bed, snooker, table tennis," etc., to members, who should write or phone first.
Harrogate.—L. DELLOW, 4, Woodside (Office, Harrogate 503 ; home, 2808).
Scarborough.—H. WILSON, 32, Newlands Avenue.
South Shields.—J. Y. FAWCETT, " Earldene," 11, Windermere Crescent, Harton (South Shields 1000).
Stourbridge.—J. M. CLARK, Southgate, Norton Road, Stourbridge (Stourbridge 57175) (formerly a member of the Southgate branch).

And for Women, Too

The following branches offer hospitality and assistance to women members and relatives of members transferred to factories in the area :

Bilston.—Miss M. JOHNSON, Kingswood House, Wellington Road.
Bolton.—Mrs. IDA M. TAYLOR, Town Clerk's Office, Town Hall.
Cheltenham.—Miss B. A. RICHARDS, Health Dept., Municipal Offices (Cheltenham 2001).
Croydon.—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROydon 4433, Mayday Switchboard, Ext. 122).
Derby.—Miss O. A. Jones, " Elmhurst," Lonsdale Place, Uttoxeter New Road.
Feltham, Middx.—Miss B. E. CARTER, Council Offices, Bridge House (Feltham 2281).
Grantham.—Miss M. LYNN, Housing Supervisor, 36, Avenue Road.
Southall.—R. N. ROOK, Town Hall (Southall 1374).
Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).
Wrexham.—Miss M. E. THORPE, 94, Rhosnessney Lane (Wrexham 2925).

MINDING OUR OWN BUSINESS

By "Jackass"

I AM disappointed ! I am desolate !

So long is the Conference agenda, so short is the time allowed for its consideration, that we are, apparently, to be deprived of hearing Mr. Dingle Foot, M.P. I shall miss those graceful tributes to our ability, energy, and initiative, which never failed to draw from delegates enough discreet applause to indicate how cordially they agreed, though modesty prevented excessive emphasis. I shall miss those sleek anecdotes, especially the new ones I could usefully adapt for this page later.

Most of all, I shall miss the stirring peroration, delivered with such enviable fluency and brilliance of phrase, in defence of constitutional government, individual liberty, our free and democratic institutions, and all the other old-fashioned ideas he is not afraid to support. No one does this better than Mr. Dingle Foot —and in these days no one without his tact and reputation dare attempt it. There is too much risk of causing, not alarm and despondency, but laughter and hilarity—regarding which Mr. Morrison may have an appropriate regulation up his sleeve for all I know. If he hasn't, he ought to have, for making people laugh is a dangerous business in these days, and to be regarded with a jaundiced eye by solemn Governments.

Apart from our free and democratic institutions, the peculiar virtue and efficiency of a local system of government, with knowledge of local conditions and needs, will probably lack its annual endorsement. I would have liked to hear the appropriate Regional Commissioner on this, provided Mr. Morrison had no objection and suitable transport could be provided.

However, we shall have Mr. Ernest Brown. I have heard him once before—every member of his audience always hears him—and he was worth hearing. He was at his best on that occasion, willing—almost anxious—to abandon his subject at any moment to enter into close and vigorous argument with a persistent heckler, to deal with him ruthlessly and then from a serene countenance throw out his triumphant voice like unperturbable thunder above the resultant hubbub. If the N.E.C. want to show us Mr. Brown at his best, they should give Mr. Brodie a small retainer to act as official heckler. Whether that is possible or not, I shall look forward to seeing and hearing Mr. Brown again, but—and I hope he will not take this too much to heart—he cannot hope to supplant my old friend Dingle in my esteem. So I am still desolate.

I am almost equally grieved that no resolution is to be carried with acclamation pledging " in the name of over 120,000 local government officers " determination to destroy at whatever cost those evil forces ranged against us. I am sure that the roar from serried ranks of delegates shouting an earnest " Aye " would echo round the world, heartening our Chinese and Russian allies and striking terror into the hearts of our enemies. Only last week the Much Cowslip Mothers' Service Circle passed a similar resolution, and sent copies of it to all kinds of people.

It is interesting to note that only one motion strays from the narrow orbit of NALGO administration and service conditions. Is it that local government officers as a body have no comment to offer on the important trends of the day affecting their own service, no views on the progressive regionalisation of authority, no opinion on man-power problems in relation to the increasing duties thrust upon them ? Or may we deduce that there is a widespread realisation that the status and recognition at present accorded to us are unfair and inadequate, and demand prior attention ? Whatever the reason, nine main items aim at providing machinery for satisfactory regulation of service conditions—surely a " bread and butter " Conference, and a neat example of our ability to mind our own business. I have a feeling that the unfortunate gentleman who rises to move the ninth similar motion will have to tread carefully if he wishes to keep the attention of his audience.

Most of the hardy annuals are missing, probably awaiting resurrection at a more convenient time, but South Wales will once more weave its metaphorical and oratorical web in an effort to bind us to the T.U.C. Leeds will prove to their entire satisfaction the Association's impending bankruptcy, while to the Honorary Treasurer will fall the difficult duty of explaining that, although increased subscriptions are vital, the Association is making immense profits in every direction, and has ample and irreproachable reserves. Only those who have heard a City Treasurer explaining the annual estimates to a critical Finance Committee can realise how easily and convincingly that can be done.

On the subject of increased subscriptions, one wonders how many delegates will vote to reduce the income from members in the Forces, instruct the N.E.C. to do all kinds of expensive things, and then refuse to provide any increased income. How like the average ratepayer the average officer can be !

Malden and Coombe are to return to the charge in their effort to label us all Civil Servants (L. G.). Our instructions from the Much Cowslip Executive Committee are rather indefinite on this. Blatherpatch summed them up by saying that he was not only willing but anxious to be called a Rude Servant (N.B.G.) provided the title carried with it an increase in salary. Unless the debate gives clear guidance on this point, the Clerk will vote for the motion and I shall vote against, so that without resorting to the rather cowardly expedient of abstention we shall avoid affecting the decision.

One thing I am resolved on. I shall speak and vote against the election of the usual auditors. I know nothing of them. I have no doubt their experience, ability, and reliability are unrivalled. I dare say their charges are reasonable. But it is contrary to all the best traditions of NALGO Conferences as I understand them that any resolution, however innocuous and however certain of unanimous acceptance, should be carried without somebody speaking about it for at least ten minutes. Besides, as a Branch Treasurer of many years' experience, I dislike auditors on principle. So I shall vote against.

And if there is anything in this article to which Mr. Morrison objects, I deny writing it, ascribe it to a printer's error, and have my fingers crossed. I am not partial to the Isle of Man, and the crossing makes me seasick.

AT RANDOM

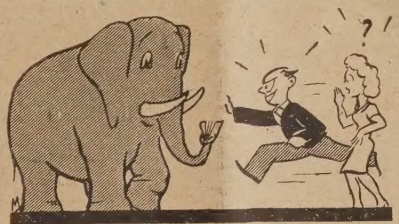
By "Hyperion"

Let us all be happy, and live within our means, even if we have to borrow the money to do it with.—*Artemus Ward.*

Local Government Post Bag.

" Dear Sir,

" Kindly send me a new set of ration books



for my family, as the elephant has eaten ours." (*Letter received by a Liverpool Food Office from the employee of a travelling menagerie.*)

* * *

War Aim.

A small boy of our acquaintance has hit upon what seems to us to be a fearful punishment for Hitler.

" I'd make the beast wash his neck every day in treacle and then put his collar on without drying himself," he told us recently.

* * *

Rhymes of the Times.

Poor man, what art ? A tennis ball of Errour,
A ship of glasse tossed in a sea of terrour ;
Issuing in blood and sorrow from the womb,
Crawling in teares and mourning to the tombe ;
How slippery are thy pathes, how sure thy fall,
How are those Nothing when th'art most of all !

John Hall (1646).

* * *

Make Yourself a Genius !

One of Tudor's brigadiers was the celebrated W. D. Croft, one of the very few officers who ever secured a D.S.O. with three bars. At lunch one day, when these three great men were present, the conversation turned on Pelmanism, then all the rage. " No one can say it's not a good thing," said Tudor ; " I'd only finished the second lesson when I got my division." " I can beat you there, sir," said Croft ; " I'd only finished the first lesson when I got my brigade." " I can beat you both," said Darling, then as now no respecter of persons, " here I am with a better job than either of you, and I've only read the advertisements! "

The National Review.

* * *

Oh, These Juniors!

The new office boy at the Town Hall was given a letter from one of the oldest firms of solicitors and asked to get them on the 'phone. He was last seen dialing EST. 1787.

Hampstead News-Letter.

* * *

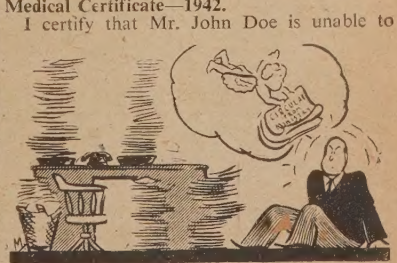
Staff Glossary.

Phrase.	*Meaning.*
1. Under consideration.	*Papers temporarily mislaid.*
2. Under active consideration.	*Will have a shot at finding the file.*
3. In conference.	*Gone out—don't know where he is.*
4. Passed to higher authority.	*Pigeon-holed in more sumptuous office.*
5. Kindly expedite reply.	*For heaven's sake, try and find the paper.*
6. The matter is covered by previous circular.	*We don't know the answer, either.*

* * *

Medical Certificate—1942.

I certify that Mr. John Doe is unable to



follow his employment owing to an acute attack of circularitis.

District Committees Discuss the

During the past few months, most district committees have been considering the proposals for strengthening NALGO made last in the table below we summarise the conclusions of those which have done so, relating their recommendations to the 15 points of given for the North-Western and North Wales district are those of a special policy sub-committee and they have not been be

"CRITIC'S" PROPOSALS	N.-WESTERN & N.-WALES	NORTH-EASTERN*	YORKSHIRE
1. THE BRANCHES. Vigorous attempts should be made at once, by the N.E.C., the district committees, and branches themselves to increase and develop the enthusiasm of individual members in the work of the Association, and in particular to reinvigorate those branches which are weak and ineffective. Steps in this policy should include :	Agreed that these suggestions are important, but cannot be undertaken in wartime. Suggested that it would strengthen "morale" were branches to send representatives to all district committee meetings and take an active part in committee's work. If necessary, district committee should consider financial assistance to branches unable to afford to send their full quota of representatives.	Not specifically considered. The district committee, however, already receives reports on branches irregularly represented at its meetings, and is endeavouring, in co-operation with the divisional secretary, to create greater interest and enthusiasm.	Agreed that a detailed confident report be obtained in respect each branch including, inter a potential and actual membersh committees operating, members of ancillaries, progress in salar and service conditions, relations between branch and local authori and social and cultural activities
(a) Preparation by each district committee, with the help of the organising staff, of a detailed report on the working conditions and "morale" of each branch in its area).			
(b) Initiation by the N.E.C., and execution through the districts, of a comprehensive long-range "internal relations" programme, designed, in the light of the reports prepared, to bring each branch up to a minimum standard of enterprise. This programme to be carried out with the aid of new and more attractive propaganda literature and branch meetings addressed by deputations from the N.E.C., the district committee and the organising staff.		Not considered.	In general agreement, as lo term policy, but considered practicable in war time.
(c) Examination by each branch of its own structure and organisation and, where, necessary, improvement by the introduction of new blood, to the executive (with the object of spreading the offices available over as many members as possible).	Branches should constantly have these matters under review.	Not considered.	Agreed, subject to deletion words in parenthesis. Commit agreed that it was desirable to spr offices over as many members possible, but felt that it sho not be the only object of reorgani tion, in view of desirability retaining officers of proved abil
(d) Abrogation by branches of their present autonomy to the extent of acceptance by every branch of the national policy on salaries, service conditions, and Whitleyism, and the automatic transfer from the branch to the N.E.C. of all negotiations on these questions with local authorities.	Conference should first give a direction on admission to membership. In matters affecting individuals and groups of individuals, branches should communicate with D.O.S. before opening negotiations. See also page 99.	N.E.C. should be empowered to instruct divisional organisers and/or district N.E.C. members to convene branch meeting wherever a branch departs from rules and constitution of Association.	Agreed, subject to deletion all words after "Whitleyism since this would be contrary to policy of establishing local jo committees.
2. THE DISTRICT COMMITTEES. (a) The appointment by each district committee of a policy sub-committee or "Cabinet" free to concentrate on major problems.	Recommended that general purposes committee should be the policy-forming committee.	Agreed that the district executive committee shall be the policy sub-committee reporting back to the district committee.	Considered that district execut committees should fulfil these fu tions, but district committee sho call separate meetings at least o a year of branch secretaries treasurers for an exchange of vi and pooling of ideas and experien in relation to branch organizatio
(b) This policy sub-committee to consider, as its first task, methods of developing the essential function of the district committee as a two-way co-ordinating channel between the N.E.C. and branches.	No recommendation.	See above.	
(c) The appointment of the appropriate district organiser as secretary of the district committee.	Opposed.	Not considered.	Present collaboration between D secretary and D.O.S. should contin
(d) Each district committee to devote at least two meetings a year to the discussion of important questions of policy, and to submit to the N.E.C. regular reports on its activities.	Questions of policy should be considered at all D.C. meetings and branches encouraged to submit proposals.	Not considered.	Questions of policy can be, are, initiated by branches, dist committee, and its executive c mittee.
(e) The district committee and any minority group representing (say) at least 20 per cent. of the members within it to have the right to send deputations direct to the N.E.C.	Agreed that district committees should have the right to send deputations to the N.E.C., but not minority groups.	Not considered.	Agreed, subject to deletion reference to minority groups.
3. NATIONAL EXECUTIVE COUNCIL. (a) All N.E.C. elections in future to be entirely in the hands of district committees, which shall themselves nominate and elect candidates by a method to be determined by the Association as a whole at the next annual conference, and designed to secure the fairest possible representation.	Opposed, on ground that, despite its defects, present method is only one which preserves right of individual member to vote for candidate of his choice.	Not considered.	Agreed, subject to deletion words "themselves nominate an
(b) The N.E.C. to appoint a permanent policy committee or "Cabinet" composed of members free of committee allegiances and thus able to concentrate on major questions of policy ; this committee to have power to call special meetings of any standing committee to discuss any proposals it may make affecting that committee.	Opposed.	Not considered.	Opposed.
(c) The N.E.C. to have final and overriding authority on all questions of salaries, service conditions, and Whitleyism, with power to take action over the head of any branch opposing or failing to carry out its policy.	See recommendation on page 99. Agreed that in last resort N.E.C. should have some over-riding authority.	See opinion expressed under 1(d) above.	Existing Conference decision this point approved.
4. ORGANISATION. (a) The size of the organising staff to be increased as soon as possible, the eventual number of organisers being determined by the N.E.C. in the light of representations by district committees and branches, and of the principle that, in future, all negotiations between branches and local authorities shall be conducted by a paid organiser.	Agreed that organising staff should be increased, but not agreed that all negotiations should be conducted by a paid organiser. Having in mind calls likely to be made on the Association in future, and the consequent need for bigger staff, agreed that increased subscription income may be necessary.	Considered that the recent increase in the organising staff is a step in the right direction and that this policy should be continued until each district is adequately covered.	Agreed, subject to deletion of words after "district committ and branches." Attention is dr to the objects and functions of ex ing local joint committees.
(b) Substantial strengthening of the organising staff at headquarters, to provide for better supervision of the Association's work throughout the country, and more effective research and propaganda.		Not considered.	Agreed.
(c) Reorganisation of the present subscription rates with the object of increasing subscription income, especially from those ranks of the Association's membership best able to afford a higher subscription.		To increase organising staff, the scale of subscriptions should be revised, with economies in other directions.	No action should be taken present, but question be re sidered should NALGO's fi cial position change.

ueprint for a Stronger NALGO"

ic" and a number of correspondents in "Local Government Service." Some have not yet completed their discussions, but mmediate Programme" in his article in the journal for July, 1941, "Blueprint for a Stronger NALGO." The recommendations ct committee as a whole. Attention is drawn to the further important proposals of this sub-committee reported on page 99.

MIDLAND	W.MIDLAND	SOUTH-EASTERN	SOUTH-WESTERN	SOUTH WALES	SCOTTISH
onal Officer to fidential report ation of the mmittee.	Agreed.	Agreed.	Agreed.	Agreed—and first report submitted to district committee last October.	The Scottish district committee, after discussing the "Blueprint" proposals, drew up a programme of suggested reforms. Since these cannot be related directly to the points made in the "Blueprint," they are set out as approved by the district committee. To save space, some of the points have been summarised.
ding considera- gional officer's	Agreed.	Agreed.	Delete the words "minimum standard of enterprise" and substitute "100 per cent. membership and a maximum standard of enthusiasm and enterprise." Insert the words "as soon as practicable" between "this programme to be carried out" and "with the aid of . . ."	Agreed.	**THE BRANCHES.** 1. Though required by the rules to hold their annual meetings in November, some branches hold them much later, causing confusion in administration. All branches should be urged to conform to the rules and to secure payment of subscriptions by October 1. 2. Despite steady progress, many branches are still far short of full potential membership. All branches should set up an active propaganda committee and a virile youth section. 3. Branches should review the situation in their areas to ensure that every local authority has : (a) Adopted the J.I.C. basic scales of salary ; (b) Adopted satisfactory promotion scales ; (c) Established a competitive examination for entrance to the service and encouraged post-entry education ; (d) Adopted the J.I.C. cost-of-living increases ; (e) Made up war service pay ; and (f) Adopted other satisfactory conditions of service. Membership of the ancillary societies and of educational and social activities should be encouraged. The district committee is to invite branches to complete a questionnaire on the above points and to report any difficulties. 4. While branches are allowed a considerable measure of local autonomy, they must conform to the policy of the Association as laid down by the National Executive Council and confirmed by the annual conference. Branches should hold at least two meetings every year.
ding considera- gional officer's	Agreed.	Agreed.	Agreed.	Agreed.	
"all branches nded to accept al policy on vice conditions, ism."	Substitute: "acceptance by all branches of the national policy on salaries and Whitleyism."	Principle of nationally negotiated standards approved, but automatic transfer of negotiations to N.E.C. opposed.	Substitute: "the acceptance by every branch of the national policy on salaries, service conditions, and Whitleyism."	Agreed, subject to deletion of all words after "Whitleyism."	
xecutive com- ld continue to licy.	Opposed.	Agreed.	Opposed, on ground that all major problems can be dealt with by the existing executive committee.	Agreed, subject to deletion of the words "or cabinet."	
e.	Opposed.	Agreed	Covered by 2 (a) above.	Agreed.	
posed.	Opposed.	Agreed, if district committee desires it.	Opposed.	Opposed.	
impracticable— policy to have special meetings n necessary.	Opposed.	Agreed.	D.C. should, if necessary, hold special meetings on important questions. Reports sent to N.E.C. now.	Unnecessary, since questions of policy can be discussed at any meeting and reports are sent to N.E.C.	
ed unnecessary, ought that a dis- ittee deputation s be received.	Opposed.	Agreed.	Opposed.	Opposed, as likely to create factions within the D.C., and as unnecessary since a branch may now send deputations.	**THE DISTRICT COMMITTEE.** The committee agreed that : 5. The executive committee would assist branches in carrying out the foregoing recommendations ; 6. Attention be drawn to the achievements of the Joint Industrial Council by pamphlet, circular, or an article in "Local Government Service" ; 7. Suggestions be made for a Scottish conference, along lines similar to the NALGO annual conference ; 8. It be recommended that representation on the Scottish district committee be confined to delegates appointed by branches ; and 9. Each annual meeting of the district committee would appoint a panel consisting of N.E.C. representatives, representatives on the J.I.C., conveners of committees, and five other members, from which delegates might be sent, together with the divisional secretary, to attend branch meetings, or, at the request of branches, to approach local authorities.
that branches inate candidates by district com- card vote, each ng on basis of r's membership.	Agreed, subject to nominations being by branches and not by district committees.	As war-time measure, election should be by vote of district committees, permanent change being considered after war.	Agreed, subject to the proviso that all candidates must be serving members of the district committee.	Opposed.	
the ground that ter for the N.E.C. ide.	Opposed.	Agreed.	No comment.	Opposed, on the ground that a permanent policy committee savours of dictatorship.	
vided that before C. should consult committee and concerned.	Opposed.	Agreed, provided branches are consulted upon the action it is proposed to take.	Insert words "with the approval of the district committee" between "action" and "over."	Insert "after consultation with the branch beforehand" between "the N.E.C." and "to have" in line 1.	**RECONSTRUCTION.** 10. While the carrying into effect of the foregoing recommendations would strengthen the link between branches and the district committee, the broader aspects of the problem of post-war reconstruction must be faced in the light of ever-changing conditions. The district committee agreed, therefore, that the whole question of the present and post-war policy of the Association with reference to national reconstruction be remitted to the executive committee for examination and report from time to time.
ject to omission s after "district and branches."	Opposed.	Agreed, except for suggestion that all negotiations should be conducted by a paid organiser.	Agreed, subject to omission of all words after "district committees and branches."	Agreed, subject to omission of all words after "district committees and branches."	
ject to deletion s "headquarters" tion of the words trict."	Opposed.	Agreed.	Agreed—the committee regarding this as a matter of prime importance.	Opposed.	
ject to omission ds after "sub- come."	Same as East Midland.	Agreed.	No comment, in view of fact that this point is already being considered and will come before conference.	Substitute: "Revision of the present subscription rates with the object of increasing subscription income."	

** The North-Eastern district committee confined its discussions to the seven criticisms and solutions advanced in "Critic's" first article, and did not consider the final suggestions made in the "Immediate Programme."*

RECONSTRUCTION NEEDS

Common Ownership

THREE extracts from readers' contributions to the debate on reconstruction in the April journal focus attention on problems that must be solved if our country is to survive in the post-war world.

"I suggest that in the post-war era what is most wanted is a 'change of heart' all round." (A. P. Piggott.)

"Industry ordinarily moves to where those who control it think best. The proprietors consider the advantages to be obtained from local authorities at least cost to themselves. A business is not established to benefit the town . . ." (A Borough Treasurer.)

"It should be possible to assist the poorer authority to maintain its standard . . ." (A. J. Mortimer.)

Why should there be a "poorer authority" unable to provide adequate services—or even adequate staff? Why should "those who control industry" move to where *they* think best, obtaining advantages from local authorities at least cost to themselves? Is not nationalization, not only of health services, but of all the *means of production*, the only sensible solution? Let the representatives of the people decide the location of industry. Why in heaven's name must there be inadequate health services, malnutrition, slums, unemployment, in a land of immense productive capacity—i.e. wealth?

More of us are realizing that these evils must be while the land, the factories, the mines, and the ships belong to individual owners and not to the State. The present system is both unjust—immoral, if you like—and uneconomic. The capitalist system simply does not work—we have plenty of proof—but, as George Orwell says in "The Lion and the Unicorn," there has been "no real urge *from below* to alter the system."

It is to stimulate this urge that "The Forward March" movement, among others, exists. Headed by Sir Richard Acland, M.P., the movement seeks to induce a change of heart, to bring about a new order of society, involving common ownership of the great resources of our country, and to replace the motive of self-interest with that of service to the community.

As a branch public relations correspondent (although I write as a private member) I claim that this last aim is near to the heart of local government officers. Those who wish to know more of this movement are invited to write to me (53, Keresley Road, Coventry—and stamped, addressed envelope, please) and I will send details.

Coventry. M. J. MILES.

Land and Money

ONE might have thought that a generation which had seen two such breakdowns of international life as have been evidenced in the First Great War and the present war, would have learnt a lesson of humility and would, before setting out to make elaborate plans for the post-war reconstruction of our national life, have indulged in a little heart-searching to inquire whether we have yet so adjusted our habits of thought as to be *capable* of planning a stable and civilised order of society.

Statements made in Parliament, press reports and articles, Penguin "Specials," and speeches by members of local authorities, seem to indicate the presence of a welter of conflicting views and, moreover, they show that in some quarters there is a lack of that detached attitude of mind in which alone clear and accurate thinking can be secured.

I have looked in vain during a fairly careful perusal of the plethora of articles for any reference to the need for examining and restating the fundamental ethical principles which must form the foundations of a just and civilised society.

There are, perhaps among others, two basic factors, land and money, in relation to which, through a gradual process of historical development, most of us have acquired profoundly inaccurate and unethical ideas.

I suggest that no logical case can be made out for land being the subject of innumerable "private ownerships." In my view any system of national planning or of "town and country planning," which is based upon the retention of the existing anarchical system of private land ownership, will be a "house built upon sand," and though our process of discovering the truth of this contention may be a long and bitter one—for I know the strength and wrong-headed enthusiasm of those who believe otherwise—those of us who are fairly young today will, I feel sure, live to see the new structure collapse upon its unsound foundations.

So far as money is concerned, one has only to read the works of a few of the modern unorthodox economists (the intellectual bankruptcy of the orthodox economists has been declared to high heaven in the monetary and economic history of the last twenty-five years) to realise how profoundly ignorant we all are of the overwhelming omnipresence of usury in this twentieth century and of the present complete diversion of money from its true use as a pure and simple medium of exchange.

The heretofore almost unrecognised genius of Silvio Gesell, of whom Mr. J. M. Keynes, has said, "the world will learn more from the spirit of Silvio Gesell than it will ever learn from the spirit of Marx"), has proffered a practical scheme for returning money to its proper place as a servant of human industry in the shape of his proposals for establishing a "demurrage currency."

To those who ask what these philosophical or religio-political observations have to do with local government, I answer that local government is a part only of the organisation of society, and if we do not build our new order of society on sound foundations, of which just and un-monopolistic systems for land and money are fundamentals, the precise frameworks within which any system of local government may function are irrelevant.

West Ham. E. E. KING
Deputy Town Clerk

READERS' FORUM

Letters for the June journal must reach the editor, 192, Edgwarebury Lane, Edgware, Middlesex, by May 19.

Interesting the Elector

ALL who wish to see a more efficient and comprehensive system of local government will be grateful to Mr. Boyce for his stimulating article in the March journal. His warning that "there is no merit in abolishing anything merely for the sake of doing so," is timely, for in the desire for reform there is a widespread tendency to emphasise the anachronisms of the present system and to overlook its many excellent features. Change does not always signify progress.

The apathy of the average elector has had a deadening effect, not only on local government, and measures designed to awaken and sustain his interest must take a prominent place in any scheme of reform. The ratepayer must be brought to recognise that local government functions for his welfare and is not merely an extravagant and interfering bureaucracy. Until this false conception is righted, any proposals to remedy the major faults of the system will have little prospect of permanent success.

Public Assistance Dept. A. SHEPHERD.
York.

CONFERENCE AGENDA

The Vital Issue

I HOPE you will allow me a little space to follow up your interesting comments on the Conference agenda. Firstly, to regret that the N.E.C. should have thought fit, presumably to gain the debating advantage of "first and last" knock, of putting down its negative motion against T.U.C. affiliation which serves no other useful purpose as it is merely a reaffirmation of the Council's well-known attitude. Since the pro-T.U.C. resolution was the only one supported by more than one branch, I think the N.E.C. might have rested on the strength (or weakness!) of its case.

It would have done a better service to NALGO by giving a lead on the first controversial issue of the day—the various resolutions on national scales, etc. Here it seems to me important to stress that the main factor we are concerned with is the securing of *compulsory national scales*—which is, in effect, the line of both the West Riding and Haslingden resolutions—but that the Malden and Coombe resolution holds grave dangers. In the first place it reeks of a foolish snobbery; who wants to acquire the "prestige" of civil servants? Most of us are satisfied and proud to be local government officers. Secondly, it would involve a number of restrictions under which we do not at present labour—the usual difficulties involved in a vast bureaucratic machine. Thirdly, who believes *all* civil servants are well-paid? Ask the Post Office officials, the numerous temporaries, the civil service unions, their opinion. Lastly, most damaging of all, this proposal involves a loss of certain rights against which the local authorities would undoubtedly fight even more tenaciously (and, I believe, with more justification) than against any proposal to establish compulsory scales on the lines of the teachers' awards. After all, there is good precedent for *national scales*, which is what we really want, and it is better to fight on this ground than raise a number of side issues which may cloud the real argument.

33, Alma Street, MERLYN MORGAN.
Abertillery.

Subscription Rates

THE proposed revision of the scale of subscriptions moved by the N.E.C. presents a most blatant example of those mean anomalies which NALGO justly deplores in outside bodies. The 5.22 per cent of membership hardest hit by the revision are those who, in their present sphere, gain least from the ancillary activities of the Association—namely the pupils and apprentices to local government service. Most receive no war bonus and salaries far less than £50 p.a. Even for statistical purposes the salary group below £50 merits some consideration. That they would loyally shoulder the average 40 per cent, or more, increase in subscription rate (say from 5d. to 9d. in accordance with the 3d. scale progression) is beyond doubt; but to call upon them to subscribe to a 140 per cent. increase is extortionately out of proportion.

One is almost led to the wry conclusion that the N.E.C. would be glad to be rid of us. Let us hope the conference delegates will feel more generously disposed towards their "small fry."

Sunderland. PUPIL-ENGINEER.

PART-TIME WAR WORK

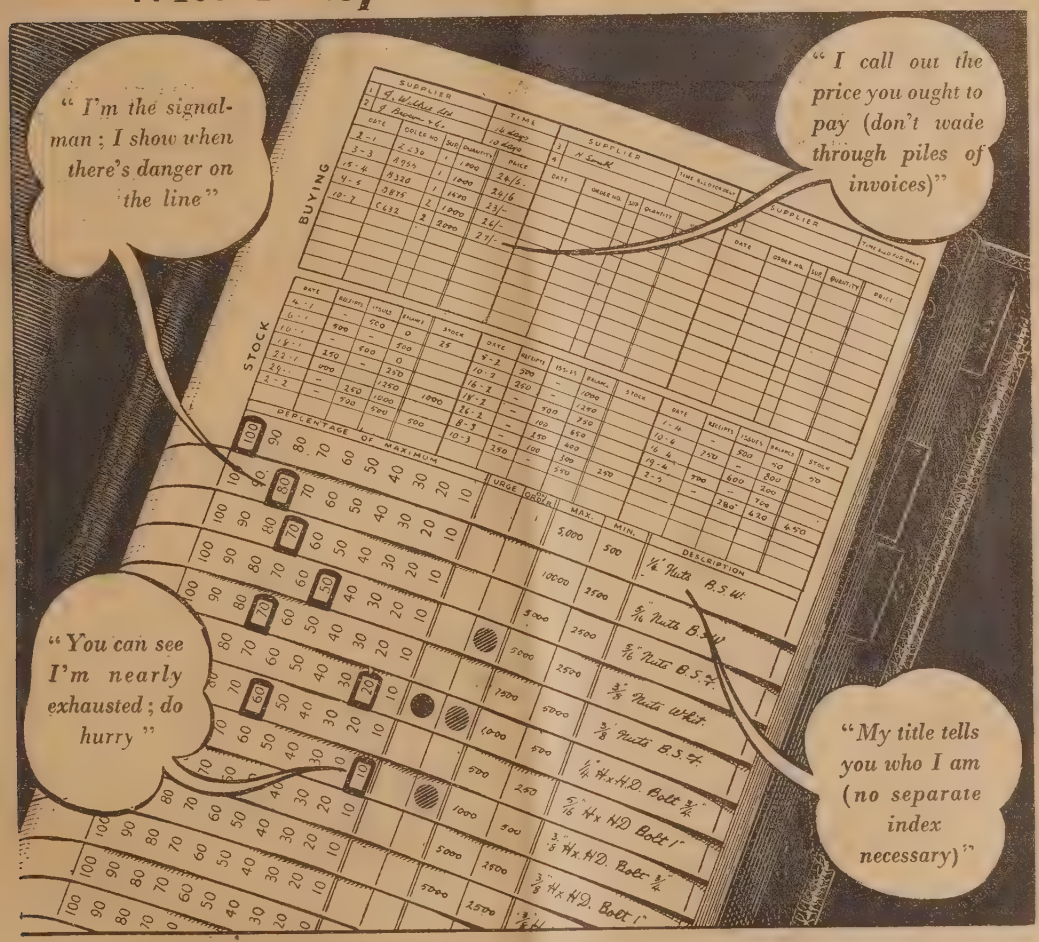
What Can You Do?

THE Bank Officers' Guild is sponsoring a scheme of part-time work in munitions factories to assist the war effort. The scheme, which is based on one started in Birmingham by a Guild official, is being organised on a regional basis through our branches. In addition to references in "The Bank Officer," branch secretaries have been circularised by headquarters, and advised to get in touch with

(Continued on page 106)

Buying & Stores Records

Which Speak for Themselves.


"I'm the signal-man; I show when there's danger on the line"
"I call out the price you ought to pay (don't wade through piles of invoices)"
"You can see I'm nearly exhausted; do hurry"
"My title tells you who I am (no separate index necessary)"
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PERCENTAGE OF MAXIMUM

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Kalamazoo Visible Records★ place all information—classified and up-to-date—at your finger tips. More than that—they speak for themselves.

- The price trend of each commodity
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★ *Book form—saves the Country's* ***steel*** *and your* ***money****; gives comfortable, speedy writing position; portable and compact. YET—no rings to tear or wear the records. The "visible edge" is* ***always*** *visible.*

Kalamazoo Ltd. (Proprietors, Morland & Impey, Ltd.) (Sales)

NORTHFIELD, BIRMINGHAM, 31.

(Continued from page 104)

the local officials of the Ministry of Supply and the Ministry of Labour. Details will be adjusted to local conditions, but in general the scheme contemplates work on three Sundays out of four, and possibly Saturday night shifts, but not other evenings. To avoid undercutting, administrative and other difficulties, payment should be at the appropriate trade union rates.

The scheme is not confined to bank employees, and the co-operation of other bodies, such as your own association, is sought. I shall be grateful if you will draw the attention of your members to this attempt to organise part-time labour and increase output. To avoid overlapping, the simplest arrangement appears to be to ask those of your members who are interested but are not in touch with any local scheme, to contact the local office of the Ministry of Labour and National Service.

We shall be glad to know that your Association can co-operate in this effort.

Bank Officers' Guild, 28, Old Queen St., S.W.1 — T. G. EDWARDS, General Secretary.

We understand that at least one branch of NALGO has already launched a scheme of this kind, and hope to give some information about it next month. We shall be glad to hear of others.

GIVE YOUR BONUS TO SAVINGS!

The Officer's Duty

ALL NALGO members will have heard with pleasure of the higher war bonus recommended by the National Whitley Council. Truly a notable landmark! As beneficiaries, however, we must not forget the future in the joy of the moment. The call of national savings has come to the local government officer with the same urgency as to every other individual.

LOCAL GOVERNMENT SERVICE, with its usual foresight, gave us the signpost by reporting, in the same number as the announcement of the new bonus, the national savings activities of Croydon and Kenilworth branches. We must not allow the deduction of income tax from our salaries to deter us from doing our best. The "sting" of this is somewhat removed by the recollection that a proportion of it is a post-war credit. For example, a married man with one child earning £300 a year, pays £26 tax this year as against £9 15s. last year—but of that £26, £16 5s. is placed to his credit for use after the war. A married man earning about £4 a week and now liable for tax of £13, will have the whole of the tax placed to his credit. Moreover, we can reflect how income-tax casts even heavier burdens on the captains of industry, once the pivot of envy, to such an extent that a man liable to the highest rate wishing to make an annual payment of £5 5s., has to set aside £3,800 of 3 per cent Savings Bonds to provide so much, while if the recipient of the £5 5s. is also subject to tax at the highest rate he will be allowed to retain only 4s. 10d. of it.

Apart from all this, the national savings movement operates through a vast voluntary organisation, typically English, and a counterpart of local government itself. As Sir Harold Mackintosh, vice chairman of the National Savings Committee, said in a new year message: "Our movement is as much a part of the national war effort as any branch of the fighting or supply Services. In the year ahead, together with them, we must lay the foundation of victory . . ."

The local savings committee for my urban district operates from the council offices; a councillor is chairman, the clerk is honorary secretary, whilst I am honorary campaign secretary. The rest of the staff all give freely of their own time. The committee represents every sphere of public life. With such an organisation we have raised over £311,000 from a population of 13,000 in two years, staged a war weapons week that brought in over £150,000, formed and fostered savings groups in factories, business houses, local government premises, and schools, and covered practically every street in the district by a street savings group.

The importance of the work of such local committees and the need for an intensive campaign among the employees of local authorities was emphasised in the official journal of the Urban District Councils' Association on January 30 when, referring to the report of the Local Authorities' Advisory Committee—on which NALGO is represented—it said: "The Advisory Committee appreciates that it is on these local committees that the National Savings Committee must place the final responsibility for seeing that everything possible is done to form and stimulate savings groups among those engaged in local government in common with other classes of the community. . . . Despite the improvement effected among staffs and other employees of local authorities during the period covered by the report, there is still scope for yet further progress having regard to the magnitude of the national effort now called for."

Wigston U.D.C. — T. E. PARKER, Chief Valuation Officer and Deputy Chief Financial Officer.

HOSPITALITY FOR WARRIORS

Central Organization Urged

THOUGH the list of branches offering hospitality to members in the Forces is steadily growing, it is still far short of the need. To-day, a substantial proportion of members is in the Forces. Most are paying subscriptions and therefore have a right to expect from the Association some attention to their welfare. Of course, it continues to look after their interests in the local government sphere, but surely its responsibilities are wider than this!

Would it not be possible to appoint an officer at headquarters (who might be called the Welfare Liaison Officer) with the job of stimulating and co-ordinating the work of branches in every area? I believe that branches are ready to do something; all they need is a small "pushing force" to set the wheels turning, or a few suggestions of what they can do. Branches which have got a scheme going could give much help with ideas. I am sure that an officer with initiative (unencumbered by committees, *please*), ability to appreciate what the warrior needs and, above all, a keen desire to do the job, could, with little clerical help, do an immense amount for which members in uniform would thank the Association.

Cannot the summer months be used to get a working (and not merely a paper) scheme going? The time for action next winter is now! Come on, NALGO, lead the way!

MEDICAL.

IS NALGO SELF-SEEKING?

"Realist" Replies

IN your footnote to my letter in the March journal, NALGO is defensively lined up with trade unions in general. This diversion to a somewhat hypothetical question—"Trade unions; good or bad?" rather misses the point of my letter, which referred to the particular relation of local government officials to the general community. But in any case, the Association has peculiarities which serve to deter general use of the description trade union (and recognition by the T.U.C., surely?); although, of course, it has one essential similarity—exclusiveness.

My experience is rather one-sided, as I have not had the opportunity of trade union membership. That, however, is not necessary to see also important differences, which, incidentally, are not irrelevant to my previous argument. For instance, earnings: a trade union defines rates of pay within narrow limits for different operations and conditions. NALGO does not exercise any such control. It does, I believe, deplore very low salaries, but does it accept the implications in this of bringing down the very high (in my opinion, disproportionately high) salaries enjoyed by other officials?—

The fact is, NALGO wants to be non-political, which only means politically irresponsible, and here perhaps is the chief point of difference with more mature unions. It is time NALGO grew up; then it might play a useful part in the political reconstruction necessary to establish a new order of equality and justice.

In a longer letter, I might have argued the relation between our everyday behaviour and institutions and the present insecure position of workers throughout Europe. I would contend that the dominance of individualism, in fact and in our institutions (including trade unions), leads to disintegration of society in a modern world where co-operation is essential for peace and order, and invites the attentions of a dictator to apply that co-ordination by force.

We have had to resort to force to resist those attentions. Surely there is a lesson to be learnt from this most perilous period of modern history? Is it not clear that we cannot rely on our exclusive protective institutions and habits to look after our interests or to bring into being a world of equality and justice for all men.

REALIST.

WHAT IS A "TEMPORARY"?

A Superannuation Problem

IN your December number, NALGO's legal department endeavoured to make clear the superannuation position of whole-time temporary officers. There is, however, one point about which more must be said. It concerns the interpretation of the statement that a whole-time officer, if appointed for a period of not more than two years, is not superannuable (with certain exceptions which have already been detailed).

This is generally interpreted to mean that he can be appointed for a period of one year and eleven months without becoming superannuable. If the period is for two years or more, he becomes superannuable. Many appointments have been made on this basis.

Why should there be such argument about periods? Most permanent officers are appointed in the first instance for one month and continued from month to month by the principle of *tacit relocation*. Temporary officers should be engaged on the same basis and, a month being a period less than two years, they would not become superannuable unless the appointments lasted for two years, when they would automatically become superannuable. This seems to be the logical course. If a temporary officer receives an appointment for a period of one year and eleven months, it is obvious that he can demand employment for that period, unless through his own default. What would happen, for instance, if the permanent officer on war service, whom the "temporary" replaced, were invalided out of the armed forces, but was well enough to carry out the duties of his civil post? There seems no reason why a temporary officer should have any guarantee of employment superior to that of a permanent officer.

Stirling. — J. M. WEIR, Depute Town Chamberlain.

LOGOMIA INSURANCES

Why "Lives" over 55 are Refused

IT may be of interest to make widely known the fact that the NALGO insurance department considers a member aged 55 too old to be accepted as a further risk. This fact, reported to the Mansfield and district branch, caused consternation amongst those loyal members who have made Logomia

their main source of life insurance. Many, no doubt, expected to take out further policies at the age of 55. Now they know that they will be regarded as uninsurable, although they may have 5-10 years of active life before them before being superannuated.

The member referred to took out a policy in 1927. This is now reaching maturity, and he decided to take out a further policy. His proposal was flatly turned down on the grounds that he was 55, and therefore not a first-class life.

If other insurance concerns are prepared to accept lives of over 55, our own should offer similar facilities; otherwise shocks of this sort will be detrimental to the membership generally. We, as a branch, feel it is time the insurance department either altered its rules or otherwise made it clear from the beginning that it would drop "lives" immediately they attained 55.

Mansfield. F. H. HOLDSWORTH,
Hon. Secretary.

Logomia is a Mutual Life Assurance office. The whole of the profits from life assurance belong to the with-profits policy-holders. No shareholder participates in the distribution of these profits. It must be obvious that to issue policies to persons who have attained the age of 55 and upwards involves a greater risk than at lower ages. The Board of Management, on the advice of the Association's actuary, has decided that in the interests of the life policy-holders as a whole, policies should not be issued to persons who have attained the age of 55 and, in fact, the Association has no tables in operation beyond that age. If policies are issued beyond that age it will be at the expense of the vast majority of the policy-holders.

BONUS FOR PENSIONERS

An Urgent Need

I HOPE that all members will support the resolutions on the conference agenda calling for higher pensions for superannuated officers. Of what use is it to talk about fighting for a better world when men and women who have contributed much to national wellbeing are compelled to end their days in semi-want? It is ridiculous for the Government to say that it cannot afford higher pensions—as is shown by the statement of Sir William Beveridge that he hopes to find means whereby the Government can pay a pension of £2 a week to everybody at 65.

Since the Minister of Health has refused to do anything, NALGO must press for an Act of Parliament to enforce its demands.

CIVIC.

Meeting an Injustice

I HOPE something will be done *soon* to provide higher pensions for superannuated officers. I am 71, with an invalid wife, and was superannuated on medical grounds at 63. I was Registrar and R/O, and up to 1932 all fees for certificates went into my own pocket. Unlike so many of my colleagues in Surrey, I had no big institutions in my sub-district and consequently no large income from birth and death certificates.

My superannuation is fixed at £240 per annum. To meet increased taxes it is now only £220 per annum—just over half my official income. My breakdown was due to serving the largest sub-district in Surrey. Surely this is not fair after 37 years' service. The same standard of living, i.e., dress, food, etc., must be kept up. If an act could be passed sanctioning supplementary pensions in *proven hard cases* an injustice would be met.

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RE-EMPLOYMENT OF POOR LAW OFFICERS

An Anomaly Removed

AS a result of NALGO representations, the Minister of Health has gone a long way to rectify the anomaly whereby officers superannuated under the Poor Law Officers' Superannuation Act, 1896, must lose the whole or part of their pensions should they be temporarily re-employed.

When the question was first raised, the Minister took the view that nothing could be done without legislation, which would not be possible to-day. NALGO, however, persisted, arguing that the position might be met under the proviso to Section 228 (1) of the Local Government Act, 1933, which empowers the Minister to sanction payments by local authorities which would otherwise not be permissible.

The Minister has accepted this contention, as the following extract from a letter to the Association, dated April 7, makes clear:

"Where a person in receipt of a superannuation allowance under the Poor Law Officers' Superannuation Act is appointed to any office or employment of such a nature that the provisions of section 6 of the Act, as modified by paragraph 5 of the Local Government Act (Superannuation of Transferred Officers) Order, 1930, (Statutory Rules and Orders, 1930, No. 547), would operate in his case to effect cessation or reduction of such allowance, the Minister will be prepared, as a war-time measure, on receipt of an application from the appropriate authority, to sanction under the proviso to section 228 (1) of the Local Government Act, 1933, the payment to the person of a sum (not being more than the amount of the superannuation allowance) which together with the salary or wages and emoluments of such office or employment shall not exceed the amount of the salary, etc., on which such superannuation allowance was calculated."

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SCOTTISH NOTES

Nurses' Salaries Progress: Women's Committees Urged

THE Scottish Nurses' Salaries Committee has held a further meeting, at which salary scales for student nurses were provisionally agreed upon and the evaluation of emoluments discussed. A sub-committee has been set up to consider further the salary scales for staff nurses and ward sisters.

Cost-of-living bonus for nursing staffs has caused the Association some concern, in view of their exclusion from the award of the Joint Industrial Council—presumably because the J.I.C. regards them as being outside its jurisdiction since the Government set up the Nurses' Salaries Committee. That committee is not, however, prepared to consider cost-of-living bonus at the moment, and the payment of a higher bonus to nursing staffs appears, therefore, to be one for individual authorities. The matter is to be raised at the next meeting of the J.I.C.

Women's Committee

The constitution of the women's committee of the district committee has recently been revised and a meeting of the new body was held on March 28. It agreed to recommend all branches to establish women's committees where practicable and to encourage keener interest in the Association by women members. Basic salary scales for women were discussed and it was decided to submit representations to the staff side of the J.I.C.

The committee approved a suggestion that a conference of women members of the Association should be convened to discuss women's problems. The appointment of women members to the organising staff, and representation of women on the N.E.C. might also be considered.

It was emphasised that women members conscripted for war industry should retain their N A L G O membership, and that the N.E.C. would not object to their joining the appropriate trade union for the industry to which they were temporarily attached.

Executive Committee

At a meeting of the executive committee of the Scottish district committee on April 11 it was reported that complete replies to the recent questionnaire to branches, seeking information about service conditions, had not been received. Branches are asked to send their replies to the divisional secretary at once.

Information about the adoption of the revised cost-of-living bonus award is also required, limits for different authorities covered by the Branch having been altered by the new award.

Most of the time of the meeting was devoted to consideration of the Conference agenda.

Obituary

The Association in Scotland has suffered a great loss by the death of **Mr. John Campbell,** chief public assistance officer for the County of Stirling. He was president of his branch from 1938 to 1940, convener of the Scottish Council education committee for several years, and tutor for the Poor Law Diploma in the N A L G O correspondence course. He was also hon. secretary to the Society of Public Assistance Officials of Scotland.

How They are Helping the B. and O. Fund

A RECENT contribution to the Benevolent and Orphan Fund puts most of us to shame. It comes from a member of the Durham county branch who was captured in the Norway campaign in 1940. Although he has spent over two years in a German prison camp, he has not forgotten the fund and has asked his bank to pay it £10!

A similar fine spirit has been shown by a Gosport member, who has given the fund all his fire-watching payments for the past six months—£4 5s. 6d.

Many branches, too, are displaying both generosity and money-raising ingenuity. Thus, Maidstone members have raised their branch subscription to £52 10s., with the aid of gramophone recitals; Bolton has collected £13 by means of a clever general knowledge test, with 6d. entry fee and savings certificates for prizes; Bromley netted £75, and Grantham £1 7s. 8d by Christmas Draws; Hammersmith raffled 6 eggs for £1 18s. 4d.; and Long Eaton is running a monthly competition.

Walthamstow has sent £25, the saving on delegates' expenses by the fact that there was no N A L G O Conference last year; Stoke-on-Trent has handed to the fund War Bonds to the value of £430; High Wycombe has given £30—practically the whole of its balance in hand, pointing out that, with activities curtailed by the war, it has no immediate use for the whole of the 35% of subscription income it retains.

We must express especial gratitude to Bognor Regis U.D.C., which won one of the £500 prizes in the recent waste-paper salvage competition and has allocated £25 of the prize-money to the Fund.

For many branches, dances, whist drives, and the like remain a steady standby. Recent contributions from this source include:

Mold, £37; Durham Rural, £19 10s.; Sedgefield, £17; Crosby, £13; Inglewood, £13; Castleford, £10 10s.; Penistone, £7 10s.; and Clacton, £5.

The list of subscriptions is being well maintained, recent additions including:

Scarborough, £100 (a specially praiseworthy achievement, since the branch has only 156 members and has paid the subscriptions of all its members in the Forces since the outbreak of war); South Shields, £50; East Midland district committee, £25; Gosport £10; West Suffolk £10; Hawarden and Holywell, £6; a Darlington member, £5; and Consett, £4 4s.

WHAT IS YOUR BRANCH DOING?

District Committees and Family Allowances

DISTRICT committees which have, at the request of the N.E.C., been asked to express an opinion on the now topical question of family allowances, appear so far to be evenly divided. Of the six which have reported their decisions, three are in favour and three are opposed or hesitant. The decisions may be summarised as follows:

North Western and North Wales—Held that it would be contrary to the constitution of N A L G O publicly to advocate State provision of family allowances.

Yorkshire—Opposed, advocating as an alternative necessary improvements in the remuneration of all workers, combined with expansion of social services to provide for the health, maintenance, and education of children, with full opportunity for advancement. Examples of the expansion of social services visualised include pre- and post-natal maternity services; a complete medical service from birth to school-leaving age; an extended service of free meals (including milk); nursery schools; the raising of the school age, with adequate maintenance allowances; free secondary education combined with vocational training for all and an equal opportunity for university education with full financial assistance; and better houses in healthy surroundings.

Metropolitan—Opposed, while urging instead the expansion of the social services financed by the State.

South-Western—Approved, provided scheme adopted is national in scope and preserves unity of family life.

South-Eastern—Approved, the committee urging that N A L G O should use its influence to secure the provision of family allowances as a State charge.

Eastern—Approved, provided that the scheme is financed by the State. The committee held that it was the duty of the Association to express an opinion and that it should declare itself overwhelmingly in favour.

At the meeting of the Eastern district committee, held in Chelmsford on March 21, a report of the executive committee on admission of temporary members provoked much discussion. While it was agreed that the acceptance of "temporaries" should be encouraged, the committee was divided on proposals for special rules to safeguard direct representation of the permanent staff, and instructed the executive to go further into the question. Keen interest was shown in questions arising out of recent developments of Whiteleyism, and representatives from coastal towns voiced concern about the position of officers likely to be affected by compulsory evacuation.

NALGO Provident Society

AT a meeting of the Committee of Management on April 13, it was reported that during the year ended March 25 membership of the sickness scheme had increased from 20,324 to 20,356; of the death benefit scheme from 1,614 to 1,643; of the hospital and nursing home scheme from 7,883 to 8,145; of the funeral benefit for children scheme from 155 to 196, and of the sickness insurance and simple endowment scheme for women from 23 to 47.

It was decided to allocate 7½d. in the shilling to members' "Rest" accounts for 1941. This is ½d. in the shilling more than was allocated for 1940, and has been made possible by the absence of any sickness epidemic during the year.

It was also reported that owing to paper control it was impossible to send a copy of the notice and agenda of the annual general meeting to every member. Instead, the committee decided to announce the meeting by public advertisement in accordance with Rule 26 (3), and to send five copies of the agenda, annual report of the Committee of Management and statement of accounts for the year ended December 31, 1941, to each branch.

W.E.A. Essay Prizewinners

LAST September we announced a competition organized by the Workers' Educational Association and open to N A L G O members, for an essay suggesting reforms in the method of electing the post-war House of Commons. This month we are happy to announce that two N A L G O members have won prizes. **Ord. Tel. W. N. Reid,** R.N., of the St. Anne's branch, shares the first prize with Mr. J. J. H. Littlejohn, a London journalist, while **Mr. R. H. Rosthorn,** A.I.M.T.A. D.P.A., of the Morley branch, has divided the second prize with Miss M. L. Beard, of the Newcastle (Staffs) branch of the W.E.A. The third prize has gone to Mr. H. C. Munro, a member of the Scottish district council of the W.E.A. and vice-president of its Glasgow branch.

Congratulations to—

C. B. Bright on completing 20 years as honorary secretary of the Glamorgan branch, of which he is now president.

Leonard Fletcher, industrial development officer, Grimsby (and the branch public relations correspondent), on solving, through the group of advice bureaux he launched in Grimsby and Cleethorpes, 10,000 wartime problems, and contributing over 60 weekly information articles to a local newspaper. This is real public relations.

Neville Hobson, M.C., J.P., clerk to the Beverley rural district council, a good friend to N A L G O, and an authority of national reputation on many subjects from Boys' Clubs to Bridge, Rotary to rural problems, on his election as a joint vice-chairman of the Rural District Councils' Association.

J. L. Robson, secretary of Birkenhead branch, on his election as chairman of the Wirral U.D.C.—and the Wirral U.D.C. on electing him.

A. O. Sargent, lately chief rate collector, Hastings, and first honorary treasurer (later chairman) of the Hastings branch, formed in 1908, who has retired after 46 years' service.

S. J. Sayers, lately county accountant, West Suffolk, a founder-member and first treasurer of the West Suffolk branch, on completion of 50 years' service with the East and West Suffolk county councils.

Members of the **Slough branch,** on turning out in overalls on three recent Sundays to empty the borough's dustbins, a job which had fallen behind owing to staff shortage and the salvage drive. An unsavoury but valuable example of war work.

Sutton and Cheam branch, on holding monthly film displays and debates on local government and N A L G O topics, and obtaining audiences of from 35 to 65 members. An admirable means of stimulating branch interest.

Obituary

We regret to report the death of **Mr. F. P. Whatmore,** deputy borough treasurer of Surbiton, where he had served for 22 years, and a keen N A L G O member.

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Salaries and Service Conditions

NORTH WESTERN AND NORTH WALES

Accrington B., on the application of N A L G O, has adopted a resolution declaring "that the corporation employees directed to work of national importance by the Ministry of Labour and National Service under the Registration for Employment Order (but excluding those who may secure any such employment through their own initiative) be regarded as being seconded from the employment of the local authority for the duration of the war." The effect of the resolution is to ensure the reinstatement of these employees after the war.

Clayton-le-Moors U.D.C. has passed a similar resolution.

Chester C.B.—An application for review of the salary paid to the superintendent of the children's home has been successful.

Conway B. has adopted the following new salary scale or women juniors and clerks, from April 1 :

Age	Per Week	Age	Per Week
15	13s. 6d.	19-20	36s. 0d.
16	17s. 0d.	21-22	41s. 0d.
17	27s. 6d.	23-24	43s. 6d.
18	31s. 0d.	25 and over ..	46s. 0d.

The Welsh Board of Health held a formal inquiry at Conway on March 25th, arising out of an application by the council for consent to dismiss its sanitary inspector. The sanitary inspector, who is secretary of the branch, was represented by the divisional secretary. After a six-hour inquiry, the council agreed to withdraw the application on satisfactory terms.

Leigh branch has enrolled 24 temporary members in a week ! Other branches please copy !

Wigan C.B. has resolved that men officers, on attaining the maximum of the general division scale (£190), shall, after 12 months, proceed automatically to clerical division, section A, at £205, rising to £217 10s. 0d.

NORTH EASTERN

Jarrow B.C. has adopted the North Eastern Joint Council salary scales—Grades A and B for men and women, with effect from April 1, 1942.

SOUTH WALES AND MONMOUTHSHIRE.

Merthyr Tydfil C.B. has applied Scale I of the South Wales Provincial Council to library staffs.

Gellygaer U.D.C. has varied Grades B and C to conform with Scale I of the South Wales Provincial Council from March 1. The scale for women clerks remains £78+6½—£130.

Glamorgan C.C. has adopted the following scale for temporary clerical officers from March 1 :

Men. Grade A, £3 p.w.+5s. half yearly—£4 p.w.
Grade B, £4 p.w.+5s. half yearly—£5 p.w.
Women. Grade A, £2 p.w.+5s. half yearly—£3 p.w.
Grade B, £3 p.w.+5s. half yearly—£4 p.w.

Plus current bonus (at present 12s. p.w.). The decision has no retrospective effect, but officers will be placed on the salary they would have reached had the scale operated at the date of their appointment.

SOUTHERN

Aylesbury B., Banbury B., Chepping Wycombe B., Slough B., Wycombe R.D.C. have adopted the South Midlands Provincial Council scales.

Southampton C. B. has become a constituent member of the South Midlands Provincial Council.

SOUTH WESTERN

Penryn B. has applied for constituent membership of the South Western Provincial Council.

Stroud U.D.C. has adopted the South Western Provincial Council scales.

Cost of Living One Point Down

The Ministry of Labour cost of living index figure for April was 199, a fall of one point on the March figure—representing an increase of 28.3 per cent. since the outbreak of war.

Wanted—a Home

A London librarian member of N A L G O lost his home above the library during the last heavy raid in May, 1940, and, having failed to find a permanent home elsewhere, is wondering if any other member can help him. He is looking for a modern unfurnished house, within 15 miles of the City, with two reception and three bedrooms, at an inclusive rental of about 35s. a week, and would take a satisfactory house on a permanent tenancy. His family consists of himself, his wife, and two daughters, both at boarding school.

Will any member having or knowing of a suitable house please write to the Editor, 192, Edgwarebury Lane, Edgware, Middlesex ?

Stamp Exchange Club

Mr. J. Holmes, deputy borough engineer, Dewsbury, is trying to form a British Colonial stamp exchange club among N A L G O members, and invites all interested to communicate with him at The Homestead, Ossett, Yorks.

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On all subjects except ancillaries, *in the first place to the appropriate district office :*

SOUTHERN REGION

Regional Officer (and Metropolitan District) : **T. M. Kershaw,** 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Divisional Officer (Eastern and South-Eastern districts) : **F. Thomas,** 54, New Street, Chelmsford (Chelmsford 4347).

Divisional Officer (Southern and South-Western districts) : **N. M. Woodcock,** 16, The Crescent, Taunton (Taunton 2779).

E. and W. MIDLANDS AND S. WALES

Regional Officer (and E. and W. Midland district) : **J. E. N. Davis,** 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123).

Divisional Officer (S. Wales and Monmouthshire districts) : **A. H. Geary,** 11, Park Place, Cardiff (Cardiff 1646).

NORTH-WESTERN AND NORTH WALES

National Whitley Officer and Divisional Secretary : **Haden Corser,** 2, Mount Street, Manchester 2 (Blackfriars 7668).

NORTH-EASTERN AND YORKSHIRE

Divisional Secretary : **W. Cecil Wood,** 12, East Parade, Leeds (Leeds 24861).

Divisional Officer (North-Eastern district) : **W. J. Upton,** Milburn House (A), Dean Street, Newcastle upon-Tyne 1 (Jesmond 65).

SCOTTISH

Divisional Secretary : **H. Slater,** 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

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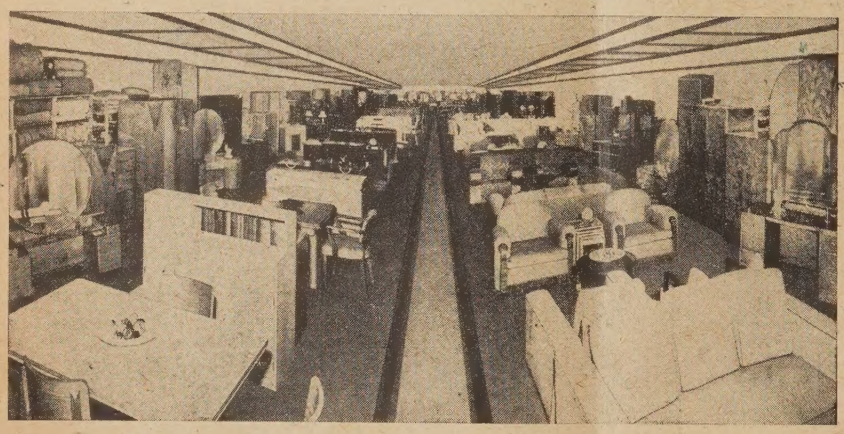

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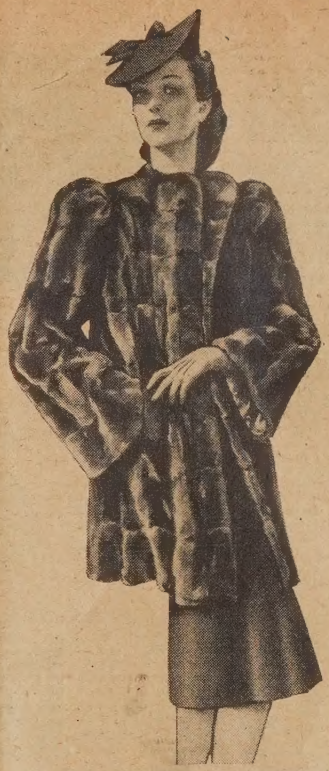

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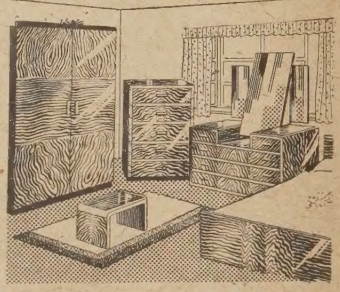

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